

VOTING RECORD FOR 2023

The below table summarises our voting records for the calendar year 2023

# Resolutions voted on	<u>251</u>
Votes for management	232
Votes against management	4
Abstention	15

During 2023 we voted against management on 4 occasions. Reasons for voting against the management were varied, but all were linked to corporate governance. For example, we voted against a couple of companies who wished to permit the payment of commission to non-executive directors in perpetuity rather than for a fixed term. We believed shareholders should have a right to approve such payments periodically.