

Proxy Voting Policy

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Introduction

This policy sets out the principles and guidelines that we will apply when exercising voting rights on assets managed on behalf of clients.

This policy should be read in conjunction with the Environmental, Social and Governance policy.

Policy on voting

As an investment manager, we take our ownership responsibilities seriously as we believe the right to vote as proxy is an important asset. Our primary objective when voting will be maximising the value of our funds and our clients' investments.

The following summarises our voting policy:

- ▲ We aim to vote on resolutions concerning companies in which our clients are invested, where we have been assigned the right to vote.
- ▲ While we will seek to vote on most company resolutions, in some instances, such as corporate, and social policy issues we may abstain from voting. In such circumstances, the decision will be disclosed as part of our Proxy Voting reporting process.
- ▲ We will ensure that votes are cast in a timely and efficient manner by having procedures in place to minimise discrepancies and mismatches between eligible votes and those cast, including through appropriate due diligence of service providers who may implement these procedures on our behalf.
- ▲ We may occasionally engage with other investors when considering voting decisions provided that it is undertaken in a manner that does not breach corporations, takeover or competition laws.
- ▲ We may consider the merits of all resolutions put forward, irrespective of the proponents of the resolution.

Where resolutions are raised in multiple parts, we may also consider both the individual merits of each part of the resolution and the impact of the resolution as a whole.

- ▲ We will give consideration as to the value of providing prior notice to the company of its voting intention. This may be relevant where the voting intention differs from the recommendations of the relevant board and management.
- ▲ We may, in determining our proxy voting, rely on the suitably skilled and approved professional third-party advisory firm ISS to provide advice on proxy voting and corporate governance issues. We will use our own judgement to determine if the third party advisory voting selections are appropriate or whether an alternative view should be taken.

Guiding principles on proxy voting decision

The following are our guiding principles on proxy voting for the types of proposals that are frequently presented. It is acknowledged however, that there may be circumstances when our vote on specific issues may deviate from these principles.

Board structure

We believe that good corporate governance is reflected in a company when the following is reflected in the board structure of a company:

- ▲ Board composition should be made up of a majority independent Directors, subject to the skills and experience that the individual brings to the Board.
- ▲ The roles of Company Chairperson and Chief Executive Officer should be separate individuals.
- ▲ Directors should also be independent of management, and free of any business or other relationship that could materially

conflict with management's decision.

Existence of nomination and audit committees

The Board should establish committees such as nomination and audit committees to maintain independence and accountability in those respective areas.

A majority of the members on these committees should be independent members and ideally an independent Chair.

The audit committee should consist of the following:

- ▲ Non-executive Directors.
- ▲ Chairperson who is independent and not chairperson of the Board.
- ▲ At least three members.

Re-election

When deciding on the re-election of the Directors we will consider the following:

- ▲ Number of other positions the Board members hold, in the context of whether they are able to dedicate sufficient time to performing the duties required of a committee member.
- ▲ Their existing attendance record at board and committee meetings.

We will withhold votes for nominees who serve on the remuneration committee if they approve excessive remuneration arrangements or propose equity based compensation plans that unduly dilute the ownership interest of shareholders.

Remuneration committee

The Board should also establish a remuneration committee to overview executive remuneration payments. This will ensure that executives' remuneration is independently reviewed and approved by the committee. Executive remuneration should be in line with acceptable practice.

The following should be in place:

- ▲ Membership of the remuneration committee should be made publicly available and that committee should be comprised of a majority of independent Directors.

- ▲ Full disclosure of the Directors' remuneration, including share options, fringe benefits and retirement benefits.
- ▲ Chairperson of the remuneration committee should provide reasons to shareholders for the level of Directors' remuneration.

Equity-based compensation plans

We believe that appropriate equity based compensation plans should be:

- ▲ Approved by shareholders.
- ▲ Linked to appropriate performance targets.
- ▲ Opposed to plans that substantially dilute investors ownership interest in the company.
- ▲ Opposed to providing participants with excessive awards.

Corporate structure and shareholder rights

We believe that shareholders should have voting power equal to their equity interest in the company. For instance:

- ▲ We will support motions that shareholder votes are by poll.
- ▲ We will vote against proposals for a separate class of securities with disparate voting rights.

Corporate and social policy issues

While votes will be cast on a majority of Australian company resolutions, where such issues do not affect shareholder value, we may abstain from voting on matters such as corporate and social policy issues.

However, we may decide to vote on such issues on a case-by-case basis recognising that corporate and social responsibility issues sometimes do impact the value of a shareholder's investment. Where we do abstain from voting, this will be disclosed as part of our Proxy Voting reporting process.

Publicising policy & votes

Mandate clients are informed through regular reports as specified in the contractual terms of the mandate of voting activity.