

# RESPONSIBLE INVESTMENT REPORT

July 2020 – September 2020

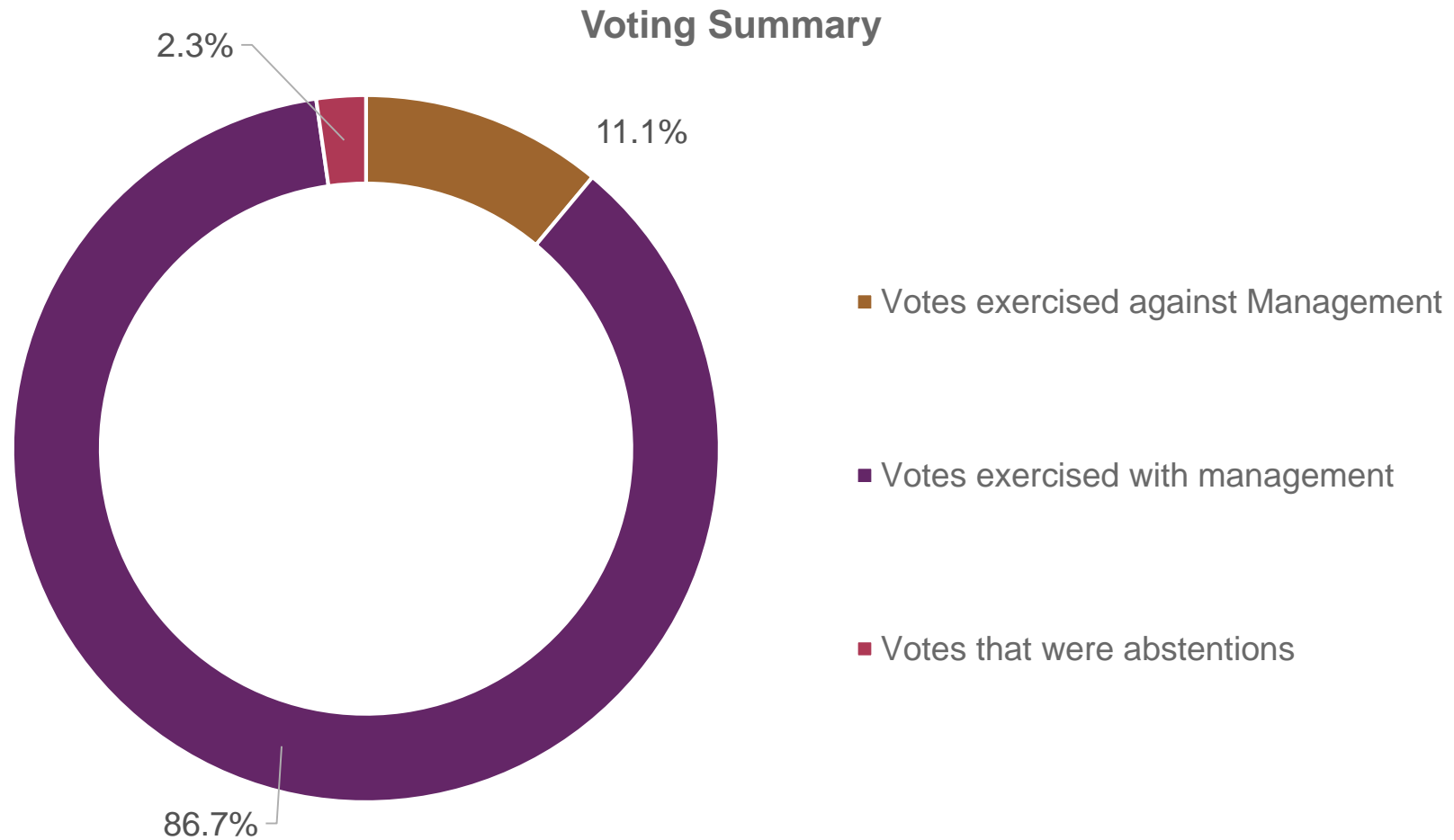
# VOTING ACTIVITIES

## VOTING ACTIVITIES FOR Q3 2020 - SUMMARY

- Our Stock Pickers exercise the voting rights in respect of the stocks in which they have invested for the Company.
- Between 1 July 2020 and 30 September 2020, the Stock Pickers cast 443 votes at 37 company meetings.
- Our Stock Pickers voted on all of the proposals that could be voted on in the quarter.
- The Company's Stock Pickers voted against management on 49 proposals and abstained on 10.
- Of the votes exercised against management, the key topics voted on were director related and non-salary compensation related.
- In addition to providing this quarterly update on voting activities by its Stock Pickers, the Company reports on its responsible investment strategy to its shareholders in its Annual and Interim Reports. This reporting includes details of how the Company has engaged with its investee companies as well as how its Stock Pickers have exercised its voting rights.

Source: WTW

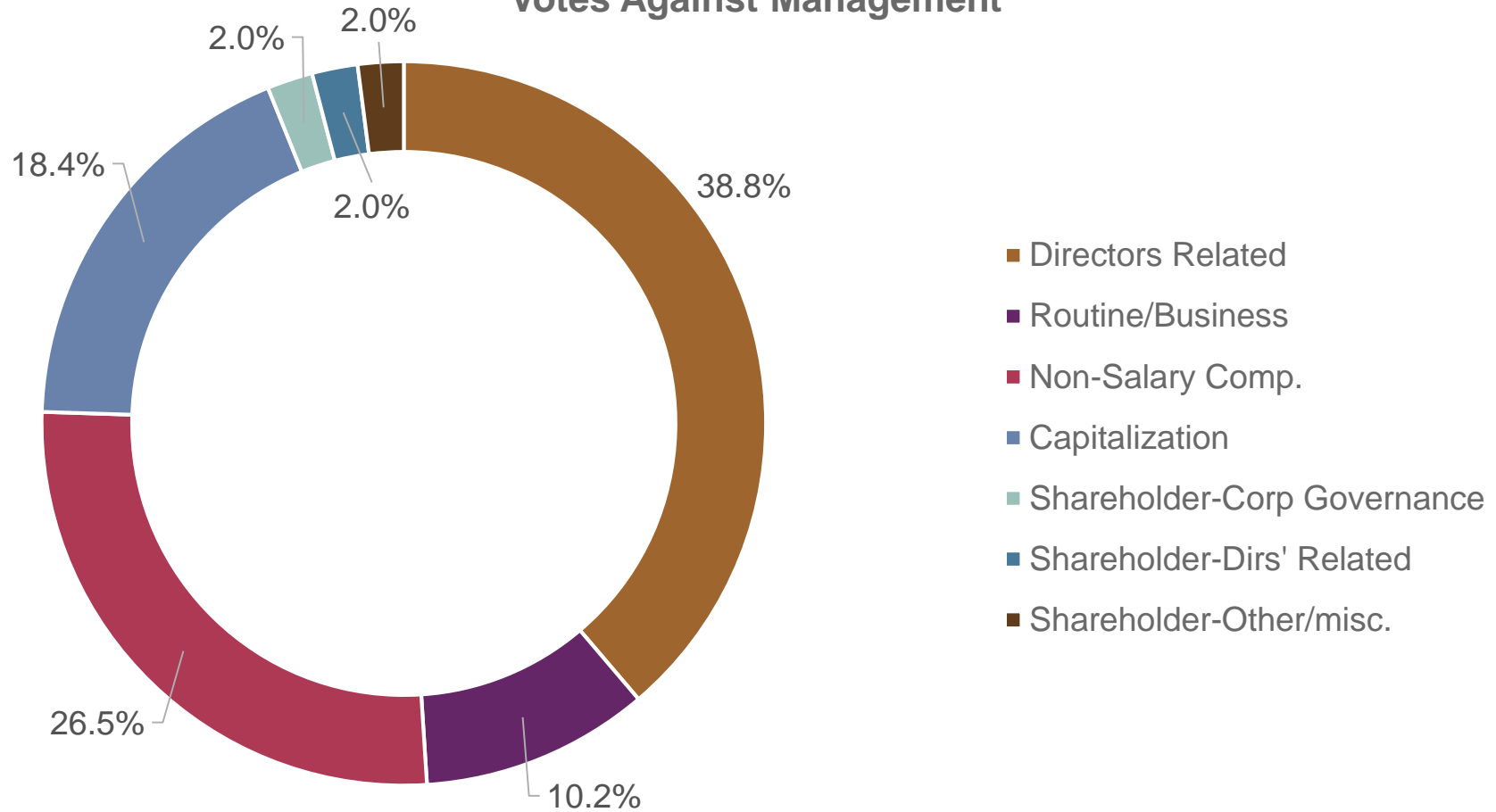
# VOTING ACTIVITIES FOR Q3 2020



Source: WTW, ISS. Data as of 30 September 2020

# VOTING ACTIVITIES FOR Q3 2020

## Votes Against Management



Source: WTW, ISS. Data as of 30 September 2020

# ENGAGEMENT ACTIVITIES

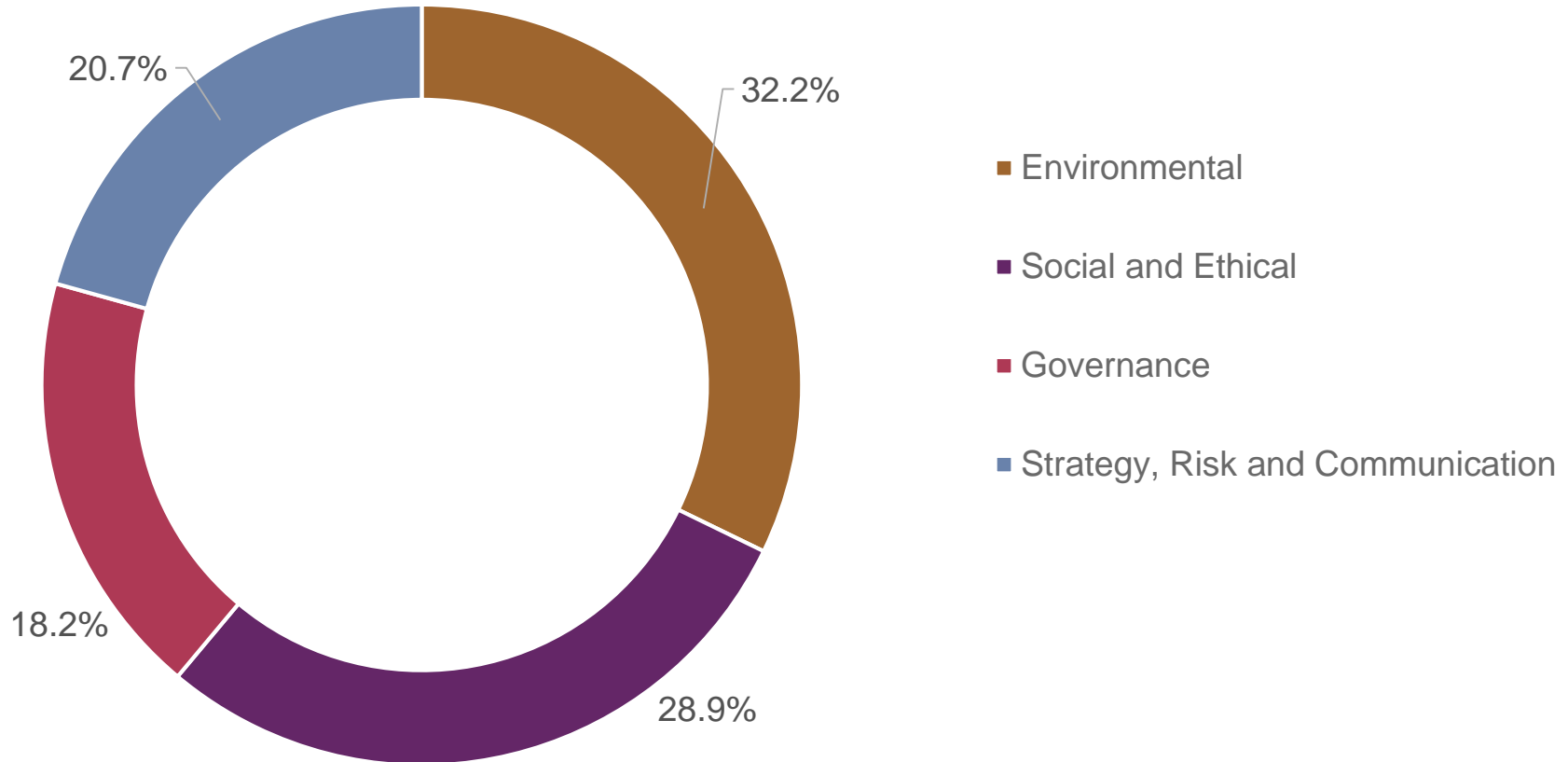
## ENGAGEMENT ACTIVITIES FOR Q3 2020 - SUMMARY

- The Company strengthened its approach to responsible investment in 2019 through the appointment by Willis Towers Watson of EOS at Federated Hermes. EOS at Federated Hermes provides voting recommendations to our Stock Pickers. It also engages with companies that the Company holds and on public policy.
- Details of the engagement activities undertaken with companies held within the portfolio are shown on the following pages.
- The full detailed report by EOS at Federated Hermes which provides a summary of their engagement activity over the quarter can be found on the website: <https://www.hermes-investment.com/ukr/eos-insight/eos/public-engagement-report-q3-2020/>

Source: WTW , EOS at Federated Hermes

# ENGAGEMENT ACTIVITIES FOR Q3 2020

Over Q3 EOS at Federated Hermes engaged with 39 companies within the Company's portfolio on a range of 121 issues and objectives

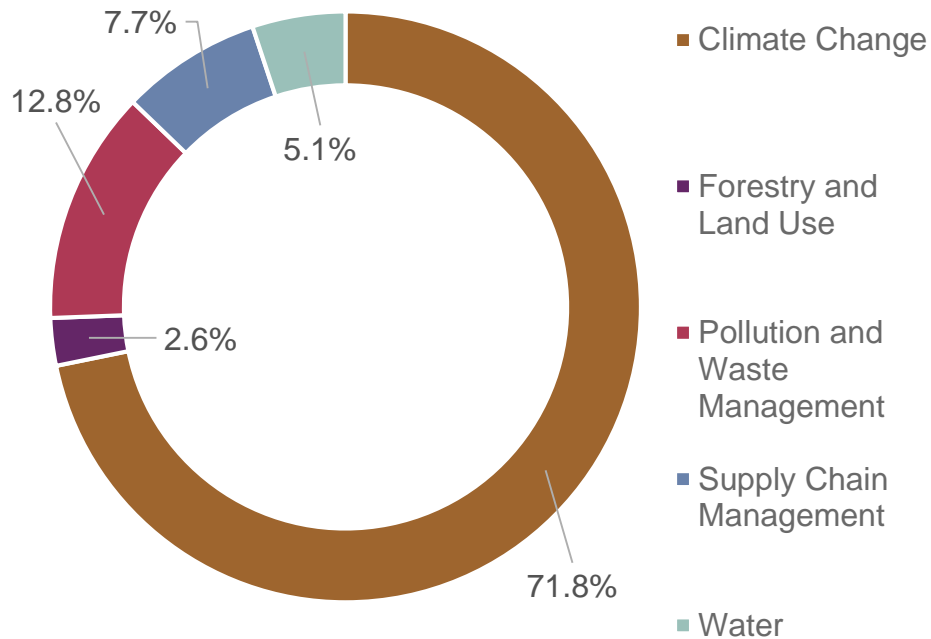


Source: WTW, EOS at Federated Hermes. Data as of 30 September 2020

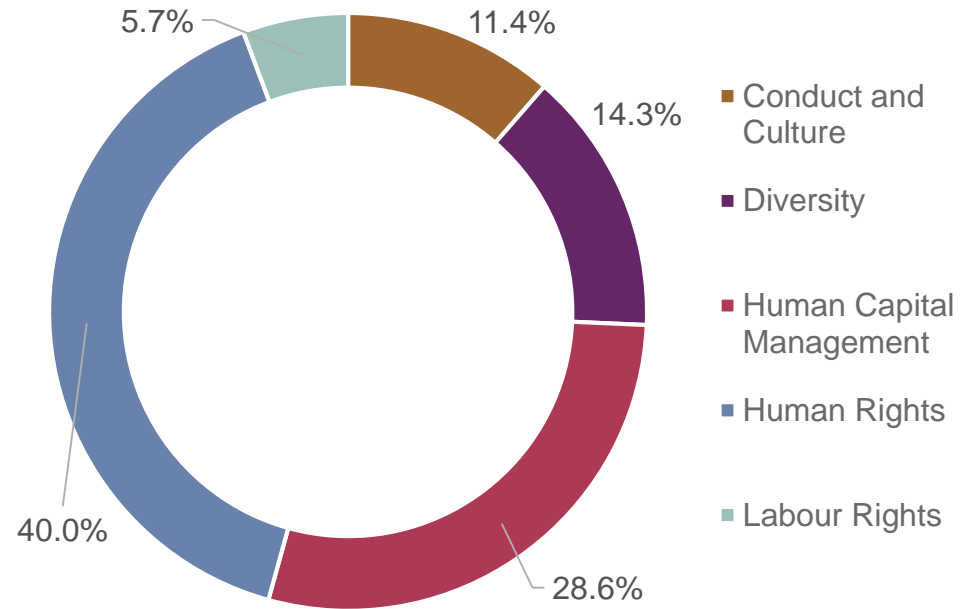


# ENGAGEMENT ACTIVITIES FOR Q3 2020

## ENVIRONMENTAL



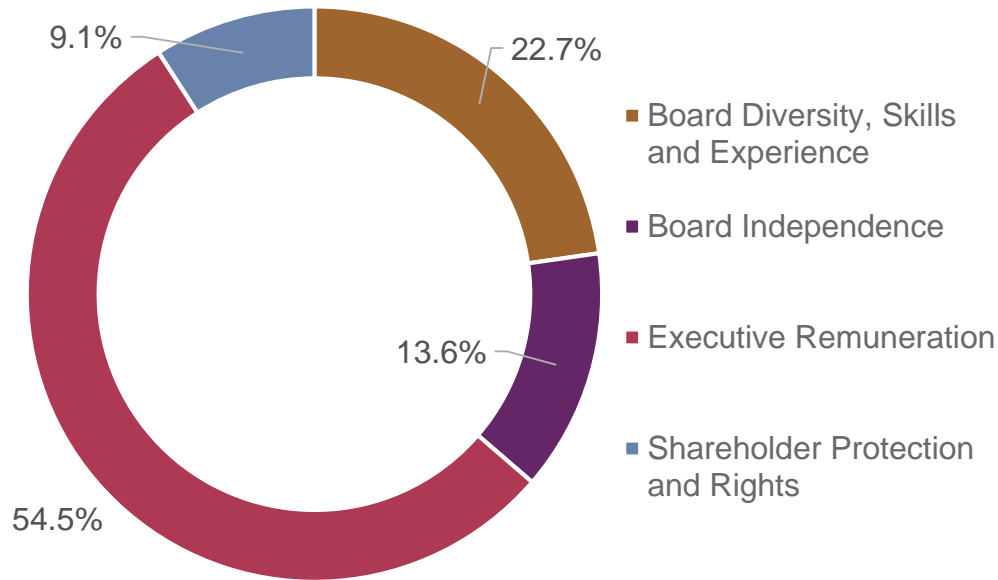
## SOCIAL AND ETHICAL



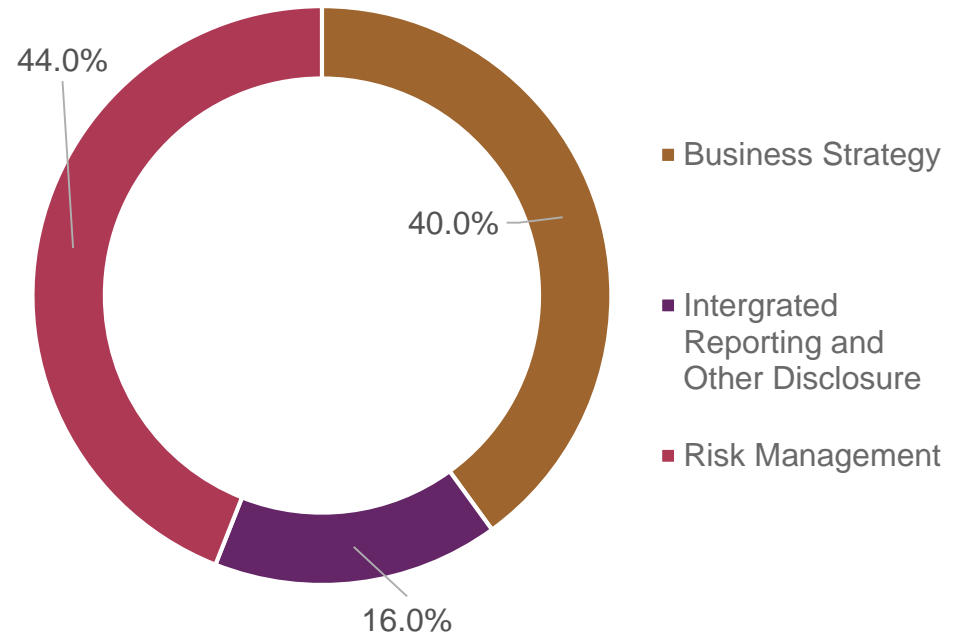
Source: WTW, EOS at Federated Hermes. Data as at 30 September 2020

# ENGAGEMENT ACTIVITIES FOR Q3 2020

## GOVERNANCE



## STRATEGY, RISK AND COMMUNICATION



Source: WTW, EOS at Federated Hermes. Data as at 30 September 2020.

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