

Responsible investment

History of proxy voting for December 2020

Date	JSE Code	Company	Number	Description	Vote				
1/12/2020	ASC	Ascendis Health Limited	Ordinary Resolutions						
			1	Adoption of annual financial statements	In favour				
			2	Re-appointment of auditors	In favour				
			3.1	Re-appointment of Johannes George Sebulela as an independent non-executive director	In favour				
			3.2	Re-appointment of Andrew Brian Marshall as an independent non-executive director	In favour				
			4.1	Appointment of Sango Siviwe Ntsaluba as an independent non-executive director	In favour				
			4.2	Appointment of Cheryl-Jane Kujenga as an executive director	In favour				
			5.1	Appointment of Sango Siviwe Ntsaluba as a member of the audit and risk committee	In favour				
			5.2	Appointment of Bharti Harie as a member of the audit and risk committee	In favour				
			5.3	Appointment of Dr Noluyolo Yoza Jekwa as a member of the audit and risk committee	In favour				
			5.4	Appointment of George Sebulela as a member of the audit and risk committee	In favour				
			Special resolutions						
			1	Approval of non-executive directors' remuneration	In favour				
			2	Approval of financial assistance in terms of section 45 of the Act	In favour				
			Ordinary Resolutions						
			6	Endorsement of Ascendis' Remuneration Policy	In favour				
			7	Endorsement of Ascendis' Remuneration Implementation Report	In favour				
			8	Authority to sign all documents	In favour				
			1/12/2020		Emira Property Fund	Ordinary Resolutions			
						1	Re-appointment of independent external auditors	In favour	
						2	Ratification of director's appointment and re-election of directors		
						2.1	Appointment of Ms Morrole as an independent non-executive director	In favour	
						2.2	Appointment of Mr J Templeton as a non-executive director	In favour	
2.3	Re-election of Mr V Nkonyeni as an independent non-executive director	In favour							

Date	JSE Code	Company	Number	Description	Vote
			2.4	Re-election of Mr V Mhlangu as an independent non-executive director	In favour
			2.5	Re-election of Mr G van Zyl as an independent non-executive director	In favour
			3	Appointment of the chairman and members of the Audit Committee	
			3.1	Appointment of Mr V Nkonyeni as a member and chairman of the Audit Committee	Not in favour
			3.2	Appointment of Mr V Mahlangu as a member of the Audit Committee	Not in favour
			3.3	Appointment of Ms B Moroole as a member of the Audit Committee	In favour
			4	Approval of remuneration policy and implementation report	In favour
			4.1	Approval of remuneration policy	In favour
			4.2	Approval of implementation report	In favour
			5	Signature of documents	In favour
				Special resolutions	
			1	Approval of the non-executive directors' remuneration	
			1.1	Board Chairperson	In favour
			1.2	Board Member	In favour
			1.3	Chairperson Audit Committee and Risk Committee	In favour
			1.4	Audit Committee Member and Risk Committee Member	In favour
			1.5	Chairperson Remuneration Committee	In favour
			1.6	Remuneration Committee Member	In favour
			1.7	Chairperson Finance Committee	In favour
			1.8	Finance Committee Member	In favour
			1.9	Chairperson Investment Committee	In favour
			1.10	Investment Committee Member	In favour
			1.11	Chairperson Environmental, Social and Governance Committee	In favour
			1.12	Environmental, Social and Governance Committee Member	In favour
			1.13	Ad hoc meetings (per hour)	In favour
			7	Financial assistance for subscription or purchase of securities in connection with the DMTN programme	In favour
			8	Authority to provide loans or other financial assistance as contemplated in section 45 of the Companies Act	In favour
1/12/2020	DRD	DRD Gold Limited		Ordinary Resolutions	
			1	Re-appointment of Independent Auditors	Not in favour
			2	Election of Director – Mr Timothy John Cumming	In favour
			3	Election of Director – Mrs Charmel Flemming	In favour
			4	Re-election of Director – Mr Niël Pretorius	In favour
			5	Re-election of Director – Mr Johan Holtzhausen	In favour
			6	Re-election of Director – Mr Jean Nel	In favour
			7	Re-election of Director – Mrs Toko Mnyango	In favour

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			8	General authority to issue securities for cash	In favour
			9.1	Re-appointment of Audit Committee member - Mr Johan Holtzhausen (Chairman)	In favour
			9.2	Re-appointment of Audit Committee member - Mr Jean Nel	In favour
			9.3	Re-appointment of Audit Committee member - Mrs Prudence Lebina	In favour
			9.4	Appointment of Audit Committee member - Mrs Charmel Flemming	In favour
			10	Endorsement of the Remuneration Policy	Not in favour
			11	Endorsement of the Implementation Report	In favour
			12	Authority to sign all required documents	In favour
				Special resolutions	
			1	General authority to repurchase issued securities	Not in favour
			2	General authority to provide financial assistance in terms of sections 44 and 45 of the Act	In favour
			3	Approval of non-executive directors' remuneration	In favour
1/12/2020	SSW	Sibanye Stillwater Limited		Ordinary Resolutions	
			1	Authority to make and implement the Odd-lot Offer, specifically the repurchase of the Odd-lot Holdings from the Odd-lot Holders who do not make an election	In favour
			2	General Authorisation	In favour
				Special resolutions	
			1	Specific authority to amend Sibanye-Stillwater's Memorandum of Incorporation ("MOI") inter alia to allow the Implementation of the Odd-lot Offer and allow expropriation of Odd-lot Holders who do not make an election	In favour
			2	Specific authority to repurchase shares from the Odd-lot	In favour
			3	Specific authority to repurchase shares from the Specific Holders	In favour
2/12/2020	FSR	FirstRand Limited		Ordinary Resolutions	
			1	Re-election of directors of the company by way of separate resolution:	
			1.1	RM Loubser	In favour
			1.2	TS Mashego	In favour
			1.3	Vacancy filled by director during the year Z Roscherr	In favour
			2	Appointment of external auditors	
			2.1	Appointment of Deloitte & Touche as external auditor	In favour
			2.2	Appointment of PricewaterhouseCoopers Inc. as external auditor	Not in favour
			3	General authority to issue authorised but unissued ordinary shares for cash	In favour
			4	Signing authority to director and/or group company secretary	In favour
				Advisory endorsement	
				Advisory endorsement on a non-binding basis for the remuneration policy	In favour

Date	JSE Code	Company	Number	Description	Vote
				Advisory endorsement on a non-binding basis for the remuneration implementation report	In favour
				Special resolutions	
			1	General authority to repurchase ordinary shares	In favour
			2.1	Financial assistance to directors and prescribed officers as employee share scheme beneficiaries	In favour
			2.2	Financial assistance to related and interrelated entities	In favour
			3	Remuneration of non-executive directors with effect from 1 December 2020	In favour
3/12/2020	RMH	RMB Holdings		Ordinary Resolutions	
			1	Re-election of directors by way of separate resolutions:	
			1.1	Albertinah Kekana (47)	In favour
			1.2	Per-Erik (Per) Lagerström (56)	In favour
			1.3	Mafison Murphy (Murphy) Morobe(63)	In favour
				Appointment of director	
			1.4	Udo Hermann (Udo) Lucht (43)	In favour
			2	Place 70 585 161 of the authorised unissued ordinary shares under the control of the directors	In favour
			3	General authority to issue ordinary shares for cash	In favour
			4	Approval of reappointment of the auditor	Not in favour
			5	Election of the company's audit and risk committee members	
			5.1	Sonja Emilia Ncumisa (Sonja) De Bruyn (48)	Not in favour
			5.2	Per-Erik (Per) Lagerström (56)	In favour
			5.3	James Andrew (James) Teeger (53)	In favour
			6	Signing authority	In favour
			7	Non-binding advisory endorsement of remuneration policy and implementation report	
			7.1	Advisory endorsement of the remuneration policy	In favour
			7.2	Advisory endorsement of the remuneration implementation report	In favour
				Special resolutions	
			1	Approval of non-executive directors' remuneration with effect from 1 December 2020	In favour
			2	General authority to repurchase company shares	Not in favour
			3	Issue of shares, and/or options to persons listed in section 41(1) of the Companies Act for the purposes of their participation in a reinvestment option	In favour
			4	Financial assistance to directors, prescribed officers and employee share scheme beneficiaries	In favour
			5	Financial assistance to related or inter-related entities	In favour
1/12/2020	AEL	Allied Electronics Corporation Limited		Ordinary Resolutions	
			1	Approval of Category 1 Transaction	In favour
			2	General Authority	In favour
				Special resolutions	
			1	Approval of the Disposal	In favour

Date	JSE Code	Company	Number	Description	Vote
4/12/2020	HMN	Hammerson Ltd	2	Approval of the Distribution	In favour
			1	To amend the Company's articles of association	
3/12/2020	ELI	Ellies Holdings Limited	2	To grant the Board authority to offer the enhanced scrip dividend alternative	
				Special resolutions	
			1	Issue of general authority for the Company to repurchase its own shares	In favour
			2	Issue of general authority to provide financial assistance in terms of section 44 of the Companies Act	In favour
			3	Issue of a general authority to provide financial assistance in terms of section 45 of the Companies Act	In favour
			4	Approval of non-executive directors fees	In favour
				Ordinary Resolutions	
			1	Re-appointment of retiring directors	
			1.1	Re-appointment of Mr Timothy Fearnhead as an Independent Non-Executive Director	In favour
			1.2	Re-appointment of Mr Francois Olivier as an Independent Non-Executive Director	In favour
			2	Appointment of Mr Sefenya Edick Lehapa's as an Independent Non-Executive Director	In favour
			3	Appointment of the members of the audit and risk committee	
			3.1	Mr Sefenya Edick Lehapa (Chairperson)	In favour
			3.2	Mr Francois Olivier	In favour
			3.3	Mr Martin Kuscus	In favour
			3.4	Mr Edward Raff	In favour
			4	Approval to re-appoint BDO South Africa Incorporated and Mr Mohamed Zakaria Sadek as auditors	In favour
			5	Endorsement of the Company's Remuneration Policy and its Remuneration Implementation Report	
			5.1	Endorsement of the Company's Remuneration Policy	Not in favour
			5.2	Endorsement of the Company's Remuneration Implementation Report	In favour
6	General authorisation to place unissued shares under the control of the directors	Not in favour			
7	Authorisation of the Company Secretary to implement the special and ordinary resolutions	In favour			
8/12/2020	GRT	Growthpoint Properties Limited		Ordinary Resolutions	
			1.1	Election of directors appointed by the Board	
			1.1.1	Mr R Gasant (Non-executive Director)	In favour
			1.1.2	Mrs KP Lebina	In favour
			1.1.3	Mr AH Sangqu	In favour
			1.2	Election of Audit Committee members	
			1.2.1	Mr R Gasant (subject to the passing of resolution 1.1.1 above)	In favour
			1.2.2	Mr FM Berkeley	In favour
			1.2.3	Mr JA van Wyk	In favour
			1.2.4	Mrs KP Lebina (subject to the passing of resolution 1.1.2 above)	

Date	JSE Code	Company	Number	Description	Vote
			1.3	Re-appointment of EY as external auditor	In favour
			1.4.1	Advisory, non-binding approval of remuneration policy	In favour
			1.4.2	Advisory, non-binding approval of remuneration policy's implementation	In favour
			1.5	To place the unissued authorised ordinary shares of the company under the control of the directors	In favour
			1.6	Specific and exclusive authority to issue ordinary shares to afford shareholders distribution reinvestment alternatives	In favour
			1.7	General but restricted authority to issue shares for cash	In favour
			1.8	To receive and accept the report of the Social, Ethics and Transformation Committee Special resolutions	In favour
			2.1	Special resolution: Approval of Non-executive Directors' fees for financial year ending 30 June 2021	In favour
			2.2	Special resolution: Financial assistance in terms of section 45 of the Companies Act	In favour
			2.3	Special resolution: Authority to repurchase ordinary shares Ordinary Resolutions	In favour
3/12/2020	TSG	Tsogo Sun Gaming	1	Receipt and adoption of annual financial statements and reports	In favour
			2	Reappointment of auditors	Not in favour
			3.1	Election of Ms A Hoyer as a director	In favour
			3.2	Election of Ms F Mall as a director	In favour
			3.3	Re-election of Mr MJA Golding as a director	In favour
			3.4	Re-election of Mr Y Shaik as a director	In favour
			4.1	Election of Ms F Mall as member and chair of the audit and risk committee	In favour
			4.2	Re-election of Ms BA Mabuza as member of the audit and risk committee	In favour
			4.3	Re-election of Ms RD Watson as member of the audit and risk committee	In favour
			5	General authority for directors to allot and issue authorised but unissued shares Advisory endorsements	Not in favour
			1	Non-binding advisory endorsement approving the company's remuneration policy	Not in favour
			2	Non-binding advisory endorsement approving the company's remuneration implementation report	In favour
			6	Implementation of resolutions Special resolutions	In favour
			1	Approval of the proposed fees for non-executive directors	In favour
			2	General authority to repurchase shares	Not in favour
			3	General approval of the provision of financial assistance in terms of section 45 of the Companies Act	In favour
			4	Approval of the issue of shares or options and the grant of financial assistance in	In favour

Date	JSE Code	Company	Number	Description	Vote
4/12/2020	TPC	Transpaco Limited		connection with the company's share-based incentive schemes (which may have a dilutionary effect)	
				Special resolutions	
			1	To authorise the company or its subsidiaries to repurchase the company's shares	Not in favour
			2	To approve the fees of non-executive directors	In favour
			3	To approve financial assistance in terms of section 45 of the Companies Act 71 of 2008	In favour
				Ordinary Resolutions	
			1	To receive and adopt the annual financial statements for the year ended 30 June 2019	In favour
			2	To place under the control of directors 5% of the unissued shares	In favour
			3	To issue shares for cash in accordance with the terms of this resolution	In favour
			4	To authorise the signature of documentation	In favour
			5	Remuneration Policy	
			5.1	To approve the company's remuneration policy	Not in favour
			5.2	To approve the company's implementation report	Not in favour
			6	To re-elect HA Botha as a director of the company	Not in favour
			7	To re-elect B Mkhondo as a director of the company	In favour
			8	To re-elect DJJ Thomas as a director of the company	In favour
			9	To appoint members of the Audit & Risk Committee	
			9.1	To appoint HA Botha as a member of the Audit & Risk Committee	Not in favour
			9.2	To appoint B Mkhondo as a member of the Audit & Risk Committee	In favour
			9.3	To appoint SP van der Linde as a member of the Audit & Risk Committee	Not in favour
10	To re-appoint Ernst & Young as auditors of the company with Amelia Young being the individual registered auditor	Not in favour			
2/12/2020	NBS	Namibian Breweries	1	Adoption of the annual Financial Statements	In favour
			2	Re-election of retiring directors	
			2.1	P Gruttemeyer	Not in favour
			2.2	H-B Gerdes	Not in favour
			2.3	HG Hanke	In favour
				Election of new directors	
			2.1	Ms Afra R Shimming-Chase	In favour
			2.2	Vetumbuavi J Mungunda	In favour
			3	Appointment of Deloitte and Touche as external; auditors of the company	Not in favour
			4	Authorisation of directors to approve auditors remuneration	In favour
			5	Approval of directors remuneration	In favour
			6	Approval of final dividend	In favour
			7	To transact such business as may be transacted at AGM	In favour

Date	JSE Code	Company	Number	Description	Vote
				Special resolutions	
			8	Passing of special resolution 1 to allow electronic notices of the Company correspondence via electronic communication	In favour
			9	Passing of special resolution 2 to approve virtual attendance of meetings	In favour
4/12/2020	ARI	African Rainbow Minerals		Ordinary Resolutions	
			1	Re-election of Mr TA Boardman	In favour
			2	Re-election of Mr AD Botha	In favour
			3	Re-election of Mr JA Chissano	Not in favour
			4	Re-election of Dr RV Simelane	Not in favour
			5	Election of Ms P Mnisi	In favour
			6	Election of Ms TTA Mhlanga	In favour
			7	Election of Ms J Magagula	In favour
			8	Re-appointment of external auditor and Mr PD Grobbelaar as the designated auditor	Not in favour
			9	To individually elect the following independent non-executive directors as members of the audit and risk committee	
			9.1	Mr TA Boardman	In favour
			9.2	Mr AD Botha	Not in favour
			9.3	Mr AK Maditsi	Not in favour
			9.4	Dr RV Simelane	Not in favour
			9.5	Ms P Mnisi	In favour
			10	Non-binding advisory vote on the company's remuneration policy	In favour
			11	Non-binding advisory vote on the company's remuneration implementation report	In favour
			12	Placing control of authorised but unissued company shares in the hands of the board	In favour
			13	General authority to allot and issue shares for cash	In favour
				Special resolutions	
			14	Special resolution number 1: To individually authorise the company to pay the following remuneration to non-executive directors with effect from 1 July 2020:	
			14.1	Annual retainer fees as outlined in the notice of annual general meeting	In favour
			14.2	Fees for attending board meetings as outlined the notice of annual general meeting	In favour
			15	Special resolution number 2: Committee meeting attendance fees with effect from 1 July 2020 as outlined in the notice of annual general meeting	In favour
			16	Special resolution number 3: Financial assistance for subscription for securities	In favour
			17	Special resolution number 4: Financial assistance for related or inter-related companies	In favour
			18	Special resolution number 5: Issue of shares to persons listed in section 41(1) of the Companies Act in	In favour

Date	JSE Code	Company	Number	Description	Vote
4\12\2020	HMN	Hammerson Plc	19	connection with the company's share or employee incentive schemes Special resolution number 6: General authority to repurchase shares Special Resolutions	Not in favour
			1	To amend the Company's articles of association	In favour
			2	To grant the Board authority to offer the enhanced scrip dividend alternative Ordinary Resolutions	In favour
9\12\2020	APN	Aspen Pharmacare Holdings Limited	1	Presentation and adoption of Annual Financial Statements	In favour
			2	Presentation and noting of the Social & Ethics Committee report	In favour
			3	Re-election of directors	
			3.1	Linda de Beer	In favour
			3.2	Chris Mortimer	In favour
			3.3	David Redfern	In favour
			3.4	Sindi Zilwa	Not in favour
			4	Appointment of independent external auditors	Not in favour
			5	Election of Audit & Risk Committee members	
			5.1	Linda de Beer	In favour
			5.2	Ben Kruger	In favour
			5.3	Babalwa Ngonyama	In favour
			6	Place unissued shares under the control of directors	In favour
			7	General but restricted authority to issue shares for cash	In favour
			8	Authorisation for an executive director to sign necessary documents	In favour
				NON-BINDING ADVISORY VOTES	
				Non-binding advisory vote number 1 – remuneration policy	Not in favour
				Non-binding advisory vote number 2 – remuneration implementation report	In favour
				Special Resolutions	
	1 Remuneration of non-executive directors				
	1.1 Board				
	a Chairman	In favour			
	b Board member	In favour			
	1.2 Audit & Risk Committee				
	a Chairman	In favour			
	b Board member	In favour			
	1.3 Remuneration & Nomination Committee				
	a Chairman	In favour			
	b Board member	In favour			
	1.4 Social & Ethics Committee				
	a Chairman	In favour			
	b Board member	In favour			

Date	JSE Code	Company	Number	Description	Vote
10/12/2020	afx	African Oxygen Limited	2	Financial assistance to related or inter-related company	In favour
			3	General authority to repurchase shares	In favour
				Special Resolutions	
			1	Scheme Resolution	In favour
			2	Revocation of Scheme Resolution	In favour
11/12/2020	CLH	City Lodge Hotels		Ordinary Resolutions	
			1	Re-appointment and re-election of retiring directors	
			1.1	Ms D Nathoo	In favour
			1.2	Mr G G Huysamer	In favour
			1.3	Ms N Medupe	In favour
			1.4	Mr B T Ngcuka	In favour
			2	Re-appointment of external auditor	Not in favour
			3	Appointment of group audit committee members	
			3.1	Mr S G Morris	Not in favour
			3.2	Mr G G Huysamer	In favour
			3.3	Mr F W Kilbourn	Not in favour
			3.4	Ms N Medupe	Not in favour
			4	Signature of documents	In favour
			5	Advisory Note- Remuneration and implementation report	
			5.1	Remuneration policy	In favour
			5.2	Remuneration implementation report	In favour
				Special Resolutions	
			6	Approval of non-executive directors remuneration	
			6.1	Chairman of the board	In favour
			6.2	Services as lead independent director	In favour
			6.3	Services as director	In favour
6.4	Chairman of the audit committee	In favour			
6.5	Other audit committee members	In favour			
6.6	Chairman of the remuneration and nominations committee	In favour			
6.7	Other remuneration and audit committee members	In favour			
6.8	Chairman of the Risk Committee	In favour			
6.9	Other risk committee members	In favour			
6.10	Chairman of the social and ethics committee	In favour			
6.11	Ad hoc committee	In favour			
7	Financial assistance	In favour			
8	General authority to repurchase shares	In favour			
9	Specific authority for the direct or indirect repurchase by the company of 35 393 of its own	In favour			

Date	JSE Code	Company	Number	Description	Vote
				shares	
14/12/2020	OMN	OMNIA Holdings	10	Potential revocation of special resolution 4 (item 9 om agenda) in the event of City Lodge shareholders exercising Appraisal rights	In favour
				Ordinary Resolution	
				Disposal of Oro Agri	In favour
				Special resolution	
11/12/2020	MPT	Mpact Limited		General authority to repurchase sharesOne	In favour
				Special Resolution Number 1 – General Authority to Repurchase Shares	In favour
14/12/2020	ADR	Adcorp		Ordinary Resolution Number 1 – Authorising Resolution	In favour
				Ordinary Resolutions	
			1	Proposed B-BBEE transaction	In favour
15/12/2020	MNK	Montauk Holdings	2	Adcorp's Board authority	In favour
				Special resolution	
			1	Approval of the Distribution in terms of the Companies Act	In favour
				Ordinary Resolutions	
			1	Approval of the Delisting in terms of the Listings Requirements	In favour
18/12/2020	SPG	Super Group Limited	2	Directors' authority	In favour
				Ordinary Resolution	
			1	Election of directors	
			1.1	Ms Pitsi Mnisi	In favour
			1.2	Mr Simphiwe Mehloimakulu	In favour
			2	Reappointment of auditors	Not in favour
			3	Election of the Group Audit Committee	
			3.1	Mr David Cathrall	In favour
			3.2	Mr Valentine Chitalu	Not in favour
			3.3	Ms Pitsi Mnisi (subject to the passing of Ordinary resolution 1.1)	In favour
			4	Election of the Group Social and Ethics Committee	
			4.1	Ms Pitsi Mnisi (subject to the passing of Ordinary resolution 1.1)	In favour
			4.2	Simphiwe Mehloimakulu (subject to the passing of Ordinary resolution 1.2)	In favour
			4.3	Mr Peter Mountford	In favour
			5	Endorsement of the Super Group Remuneration Policy	In favour
			6	Endorsement of the implementation of the Super Group Remuneration Policy	In favour
			7	General authority to directors to issue shares for cash	In favour
			8	Endorsement of the Super Group Deferred Share Plan 2020	Not in favour
				Special resolutionS	
			1	Approval of non-executive directors' fees	In favour

Date	JSE Code	Company	Number	Description	Vote
23/12/2020	SUR	Spur Corporation Ltd	2	Financial assistance to related or inter-related companies	In favour
			3	Financial assistance for subscription of securities by related or inter-related entities of the Company	In favour
			4	Acquisition of securities by the Company and/or its subsidiaries Ordinary Resolution	In favour
			1	The re-election of independent non-executive directors	
			1.1	Mike Bosman	In favour
			1.2	Cora Fernandez	In favour
			1.3	Prof Shirley Zinn	In favour
			2	The election of directors appointed during the year	
			2.1	André Parker	In favour
			2.2	Jesmane Boggenpoel	
			2.3	Lerato Molebatsi	In favour
			2.4	Sandile Phillip	In favour
			2.5	Graeme Kiewitz	In favour
			2.6	Kevin Robertson	In favour
			2.7	Sacha Du Plessis	In favour
			3	The re-appointment of the independent auditor and the designated auditor	Not in favour
			4	The appointment of the audit committee for the ensuing year	
			4.1	Cora Fernandez (chair)	In favour
			4.2	André Parker	In favour
			4.3	Jesmane Boggenpoel	In favour
			4.4	Sandile Phillip	In favour
			5	The endorsement of the remuneration report	
			5.1	Remuneration policy	Not in favour
			5.2	Remuneration implementation report	In favour
			6	The approval of new long-term incentive schemes	
			6.1	The adoption of the Spur Group Share Appreciation Rights Scheme 2020	In favour
			6.2	The adoption of the Spur Group Restricted Share Plan 2020	In favour
				Special resolutions	
			1	The authority to repurchase shares	In favour
			2	The authority to provide financial assistance	In favour
3	The authority to pay non-executive directors' remuneration	In favour			
3.1	Additional fees payable to non-executive directors for the 2020 financial year	In favour			
3.2	Fees payable to non-executive directors for the 2021 financial year and beyond	In favour			
3.3	Fees payable to non-executive directors for additional meetings and assignments	In favour			