



PROXY VOTING POLICY

1. Background

1.1. Purpose & scope of the Policy

Coronation's Proxy Voting Policy outlines the corporate governance principles we apply and our guidelines for voting on company resolutions on behalf of our clients. This Policy is underpinned by Coronation's long-term, valuation-driven investment philosophy, and must be read with Coronation's Stewardship and Sustainable Investing Policy. This Policy applies across our global investment universe and must be adhered to by all investment staff.

1.2. Engagement

Our engagements with investee company management and Boards occur in different forms, such as telephone calls, in-person meetings, letters and written statements expressing our views. Coronation seeks to actively engage with company management and Boards on any issues which we believe compromise the long-term returns, sustainability of the business, rights of minority shareholders or the company's role as a responsible corporate citizen. Our overriding principle is that constructive pre-emptive engagement and resolution is preferable to formulaic voting at general meetings without such prior engagement.

In the ordinary course of exercising our proxy voting mandates on behalf of clients, the research analyst covering the stock will consider the merits of each individual resolution, taking Environmental, Social and Governance ("ESG") considerations into account, prior to the voting deadline. The research analyst will consult with other members of the investment team, as required. The investment team is a large and experienced group of professionals with a deep knowledge of industries, asset classes across multiple geographies and associated material ESG risks and opportunities. Their analysis is complemented by insights from specialist third-party research providers and incorporated where considered beneficial. Coronation, as and when required, engages with company management and Boards in advance of the shareholder meeting, which may be either Annual General Meetings ("AGM") or ad hoc general meetings (collectively "shareholder meetings"), to provide the company the opportunity to provide appropriate explanations or amend resolutions.

Where companies fail to address our concerns appropriately after our engagement with them, we will exercise our clients' rights of ownership during the shareholder meeting in an appropriate manner to drive the required change. Generally, Coronation opts to vote by proxy but would, where circumstances warrant it, ensure that a Coronation representative attends the meeting in person.

2. Corporate Governance Principles

In this section of the Policy, we outline our high-level corporate governance principles. We believe that good corporate governance enhances long-term shareholder value, and therefore Coronation has a fiduciary duty to its clients to ensure, as far as possible, that the companies in which we invest are committed to adhering to sound corporate governance principles. In keeping with this commitment, Coronation endorses the King IV Corporate Governance Code. In addition, we support the United Nations supported Principles for Responsible Investment (PRI), the South African Code for Responsible Investing (CRISA 2) and the UK Stewardship Code. For more information on how we apply these, please see our Stewardship and Sustainable Investing Policy which is available on our website at [Coronation Stewardship & Sustainable Investing Policy](#).



Coronation has significant expertise in corporate governance, and we believe that dedicating significant time to studying the corporate governance of the companies that we invest in will have a meaningful impact on assessing a company's long-term prospects.

2.1. Directors

- Election/re-election of directors

With respect to the election and re-election of directors, Coronation considers the:

- Board diversity and effectiveness, including the experience of the Board as a whole
- Independence of directors / the chairperson
- Relevant experience, knowledge, skills and independence of any new proposed directors
- Past attendance record of directors
- Number of outside directorships held by any Board member

- Coronation representation on the Boards of Companies

Coronation believes that it should preserve the independence and flexibility of its investment team and process. Therefore, representation on the Boards of listed investee companies by employees is not encouraged and will only be considered in exceptional circumstances. Prior approval must be obtained from the Chief Investment Officer, Chief Executive Officer and the Chief Compliance Officer.

The circumstances under which we would consider Board representation in relation to an investee company are narrow. We would only do so where such an appointment is of a short-term nature in order to achieve a defined objective, which is considered to be in the best interests of Coronation's clients.

Should circumstances require Coronation to be represented on the Board of a publicly listed company, the employee, and therefore Coronation, will be declared an "insider" in accordance with Coronation's Insider Dealing Policy.

2.2. Remuneration

Levels of remuneration should attract, retain and incentivise executive directors, key management and staff in a manner which:

- Supports value creation for stakeholders in a manner that is fair, responsible and transparent; and
- Is aligned with the best long-term interests of shareholders.

Given that remuneration has implications for corporate performance and shareholder returns, this is an area in which shareholders have a valid role to play in reviewing and challenging remuneration policies that must have been set by formal and independent procedures.

Items Coronation consider are:

- Detailed disclosure (in line with JSE or equivalent requirements) of remuneration, particularly where the company does not have a majority independent board
- The independence of the company's Remuneration Committee and the rationale for its recommendations



- Whether compensation is reasonable, especially with respect to:
 - The total compensation of senior executives per annum
 - Appropriate alignment to the drivers of long-term value and assessing whether performance targets are sufficiently ambitious and appropriate
 - "Golden parachutes" for early termination of service or if triggered by a takeover
 - Executive severance pay
 - Duration and the structure of long-term incentives

2.3. Appointment of auditors

The audit process must be objective, rigorous and independent to maintain the confidence of the market. Coronation considers any issues that may have compromised the audit firm's independence and objectivity with respect to the company over the previous year. We apply a hard rule requiring audit firms to rotate after a 10-year term. Where the auditors have been engaged for a period in excess of 10 years, we will vote against their re-appointment.

2.4. Empowerment, in relation to South African listed companies

Under South African law, companies are obliged to comply with the following legislative instruments:

- The Skills Development Act (SDA) 1998 and SDA Amendment Act 2008, which seeks to provide an institutional framework to devise and implement national, sector and workplace strategies to develop and improve the skills of the South African workforce;
- The various sectoral charters which aim to promote a transformed, vibrant, and globally competitive South African economy, reflecting the demographics of South Africa and establish an equitable society by effectively redressing the injustices of the past through economic inclusion.
- Employment Equity Act (EEA) 1998 and EEA Amendment Act 2013, which, amongst other things, seek to eliminate unfair discrimination in employment, to ensure the implementation of employment equity to achieve a diverse workforce broadly representative of South Africans, and to promote economic development and efficiency in the workforce.

In the South African context, Coronation considers a company's adherence to the above, and in particular the employment equity plan and reporting on empowerment with specific focus on:

- Shareholders
- Board of Directors
- Executive and senior management
- Staff/labour force
- Suppliers/contractors

2.5. Shares in Coronation Fund Managers Ltd ("CML Shares")

From time to time, it is conceivable that a client's segregated portfolio may hold CML Shares. Under these circumstances, the relevant portfolio manager will apply this Policy to the CML Shares in the same way as he/she would to any other investee company when voting on resolutions.

To the extent Coronation ever identifies a potential conflict of interest between the interests of a segregated client that holds CML Shares in its segregated portfolio and the portfolio manager/Coronation, the segregated client will be notified and appropriate action will be taken.



3. Proxy Voting Guidelines

3.1. Using the guidelines

Coronation's proxy voting guidelines build on our corporate governance principles and provide a reference point for analysing resolutions put forward at shareholder meetings and for formulating voting recommendations. Coronation does not adopt a prescriptive approach to voting, and these guidelines are not rigid rules. Our fiduciary duty to investors requires us to examine each proposed resolution and the context in which it applies. Therefore, when voting on behalf of clients, Coronation considers, on a case-by-case basis, those factors that are in the best interests of clients and those which, in our view, may negatively affect the value of clients' investments. For this reason, there may be instances in which shares may not be voted in strict adherence to these guidelines.

3.2. Voting process

Coronation considers and ensures voting occurs on all proxies for all companies in which we hold shares on behalf of our clients. We may, where considered appropriate, outsource aspects of our proxy voting to third party advisors or service providers, in which case they shall be managed by us in accordance with agreed service deliverables and appropriate oversight.

Except in certain exceptional circumstances, Coronation's votes, on behalf of its clients, are not committed in advance and unconditionally to third parties and are not placed in voting pools that bind the clients to predetermined voting positions or obliges clients to follow the "common" consensus in voting.

Coronation's voting process is as follows:

The AGM or General Meeting Notice is received by our Implementation Team:

- The resolution details are captured into the voting system and allocated to the relevant research analyst.
- The research analyst reviews the resolutions and performs appropriate analysis and engagement to finalize voting recommendations. Adequate research is critical to ensure Coronation is adequately informed when examining resolutions. The research analyst will engage with the senior members of the team at this stage, as required, and, if necessary, we will engage with the relevant company senior executives to understand the motivation for resolutions or obtain more detail on specific resolutions.
- Votes are recorded on the system which generates a report to the Chief Investment Officer and heads of research. At this stage, clients that wish to vote their own shares or have special interests are advised of our recommendation.
- Depending on the circumstances we may inform the investee company of any "No" votes and abstentions. When informing the company, we will provide an explanation for our decision with a view to persuading management, wherever possible, to withdraw or redraft the resolution. Abstentions will be avoided where possible. We will only abstain where insufficient evidence or work is available to justify a conclusive yes or no vote.
- The voting record is published on our company website, including the particular resolutions tabled at investee company shareholder meetings, our voting action, reasons for voting against or abstaining and the outcome of the resolution. The record will also be provided directly to clients upon request.



Coronation is open to collaboration with other institutional investors when voting on resolutions of investee companies. Coronation will, where necessary, approach other institutional investors to discuss any concerns we may have in relation to particular resolutions so that we can present a unified view with other institutional investors when raising concerns with the management of investee companies. In doing so, Coronation will exercise caution and take care to ensure that we do not breach any regulatory or legislative requirements or prohibitions in this regard, or inadvertently trigger any presumptions of acting in concert with other institutional investors.

In general, Coronation's voting recommendations are as follows:

For - The proposal reflects acceptable practice and is in the long-term interests of the company or the shareholders or other stakeholders of the company.

Abstain* - Coronation will only abstain where due to lack of time and/or appropriate information or for any other reason we are not able to accurately assess the impact of a specific resolution.

Oppose - The proposal does not reflect acceptable practice and is not in the long-term interests of the company or the shareholders or other stakeholders of the company.

Any decision to vote against a resolution or abstain may be followed up by a letter or telephone call to management explaining the reasons for doing so, to the extent this has not already been addressed as part of pre-voting engagement with the company.

** Where relevant, Coronation's investment team will not abstain from proxy voting in respect of companies related to the Coronation group, as this may not necessarily be in the best interests of its clients. The proxy voting decision must be arrived at through the normal procedures in accordance with this Policy and must not be influenced in any way by management or directors of Coronation. To avoid any perceived conflicts of interest, non-investment team management and all Coronation directors are prohibited from discussing the matter with the investment team members tasked with arriving at the proxy voting decision.*

Securities Lending

Under arrangements pertaining to securities lending, any voting rights attached to securities that have been lent out are typically lost. In circumstances where the client has reserved the right to request the recall of such securities should it wish to exercise its voting rights, it may do so provided that such request is provided timeously to Coronation in writing.

Client Involvement

If Coronation requires its clients to consider the question of voting, sufficient information and clear motivation of Coronation's voting proposal will be timeously provided to the respective clients.

Shareholder proposals

We will consider shareholder proposals, and we will support those that are likely to enhance long-term company performance, reduce risk to long-term performance or improve disclosure reasonably necessary to enable shareholders to assess their investment.

Monitoring votes

Unusual or contentious issues or proposals not considered to be in the interests of the company or shareholders or other stakeholders, must be discussed with the Chief Investment Officer and other senior investment managers well in advance of voting. In addition, as a secondary check, if an analyst



captures one or more votes of “Against” or “Abstain” in our in-house system prior to voting, the heads of research are notified by a system-generated email.

Disclosure

Voting records are published on our company website, including the particular resolutions tabled at investee company shareholder meetings, our voting action, reasons for voting against or abstaining and the outcome of the resolution. The record will also be provided directly to clients upon request.

3.3. Voting guidelines

3.3.a. Directors

- **Independent directors**

Boards are required to act in the best interests of the company. This can be best achieved by ensuring a sufficient number of Directors are independent. Board membership should comprise a balance of executive, independent and non-executive directors (with a majority of the non-executives to be preferably independent non-executives) who have broad experience, the right mix of skills and diversity, have sufficient capacity and are suitably qualified and are able to act independently. Coronation supports resolutions that achieve this outcome.

- **Separate Chief Executive Officer and Chair**

Coronation supports the election of an independent non-executive Chair so that the Board represents the interests of the company, shareholders and other stakeholders, rather than having a bias towards executive management, and expects listed companies to adhere to the JSE listing requirements or equivalent in this regard.

- **Re-election of directors**

Coronation should generally oppose resolutions that re-elect a number of directors’ en-bloc, in favour of re-elections/appointments on an individual basis.

- **Term limits, retirement age**

We will assess the independence of any director who has served a term in excess of 9 years on a case-by-case basis to determine whether we believe there are factors which indicate that their independence has been impaired.

- **Number of outside directorships held**

We will assess any director who holds in excess of 5 significant directorships by considering criteria, such as, an analysis of the board committees, the associated workload as well as any executive roles the individual may have.

- **Director compensation**

We believe that fees for non-executive Directors should be commensurate with their responsibilities, aligned with the long-term best interests of the company and at a level that makes serving as a non-executive director attractive to suitably qualified candidates.



3.3.b. Remuneration

We accept that the remuneration committee is best placed to assess the appropriate incentive structures to attract and retain the best talent for an organisation. However, we will assess the remuneration policy, relevant KPIs and implementation report to ensure that the quantum of potential outcomes does not represent excessive remuneration. In addition, we look to ensure that appropriate targets are set and maintained for the various components of Short-Term Incentives and Long-Term Incentives (“LTIs”), where applicable, that LTIs are sufficiently long in duration to ensure proper long-term focus and alignment with shareholders. We also encourage reporting that is sufficient to allow reasonable assessment of the outcomes. We strongly support the inclusion of malus and clawback provisions in executive compensation schemes.

3.3.c. Share capital

- **General authority to place unissued shares under the control of the directors**

Coronation should generally oppose resolutions that place unissued shares under the general control of the directors, particularly if there is a risk of further issues diluting existing shareholders’ value. Any such actions should rather be specifically motivated to shareholders through calling a shareholders’ meeting as and when required.

- **General authority for the directors to issue shares for cash**

Coronation should generally oppose resolutions that provide directors with the authority to issue shares for cash, as further issues could dilute existing shareholders’ value. Coronation prefers a separate, specific resolution at the time of any further issue with the appropriate motivation provided by management, rather than providing management with a general control over the unissued shares.

- **Authority to repurchase shares**

In encouraging disciplined capital allocation, Coronation will support share repurchases which enhance shareholder value.

3.3.d. Corporate actions

- **Dual Capitalization, Preferential Voting Rights**

Coronation should generally oppose proposals to divide share capital into two or more classes or to otherwise create unequal voting classes. The effect of these proposals, over time, is to consolidate voting power in the hands of relatively few insiders disproportionate to their percentage ownership of the company’s share capital.

- **Repricing or issuing of options at a discount**

Coronation should generally oppose proposals that allow for the repricing or issuing of options at a discount. However, repricing certain share options may align the interests of management and shareholders and there may be instances where shares may not be voted in strict adherence to this guideline.

3.3.e. Environmental and social issues

We believe that companies that manage E and S factors responsibly are better placed to create sustainable value over the long-term than those who fail to do so. Appropriate company disclosure enables investors to better understand and evaluate potential risk and return, including the impact of environmental and social factors on a company’s long-term performance.



We review environmental and social-related shareholder and management proposals on a case-by-case basis. We do not support proposals if they are overly prescriptive or duplicative of initiatives already in place or underway or if they are likely to detract from long-term company performance.

Subject to the foregoing, we generally support:

- proposals that request the reasonable disclosure of information related to material environmental and social factors which assist shareholders in assessing potential investment risk and return (including specific environmental and social risks), the environmental and social impacts of a company's operations and products, initiatives to mitigate environmental and social risks, and/or corporate sustainability reports, unless sufficient information is already disclosed and/or available to shareholders.
- proposals that request the adoption or review of responsible policies and/or practices with regard to environmental and social factors that are likely to enhance long-term company performance and/or mitigate potential exposure to environmental and social risks.

4. Ownership and Governance

The owner of this Policy is the Chief Investment Officer, who oversees its implementation. The Policy shall be reviewed by the Chief Investment Officer or designate at least annually and such review shall include input from the Sustainability Committee. Post such annual review, the Policy shall be provided to the Group Board for final review and approval.

5. Policy Approval

Date	Action
May 2023	Approved by the CFM Board
Sep 2023	Approved by the Sustainability Committee
July 2024	Approved by the Sustainability Committee