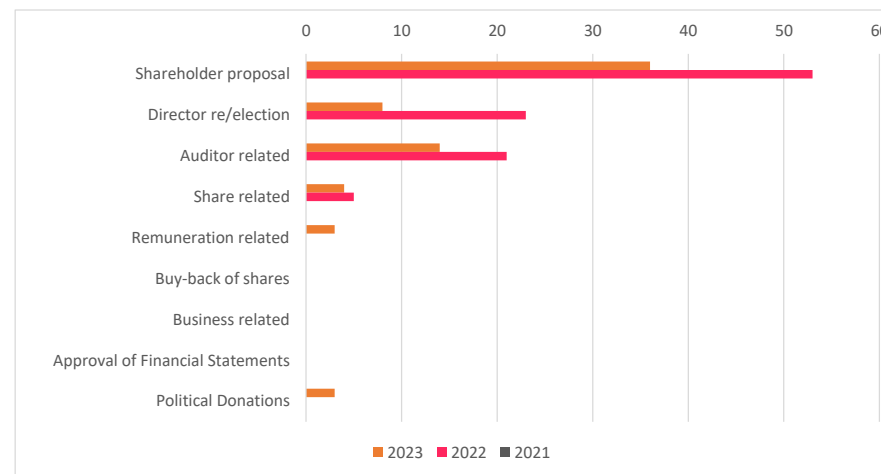


Offshore and Onshore proxy voting reporting



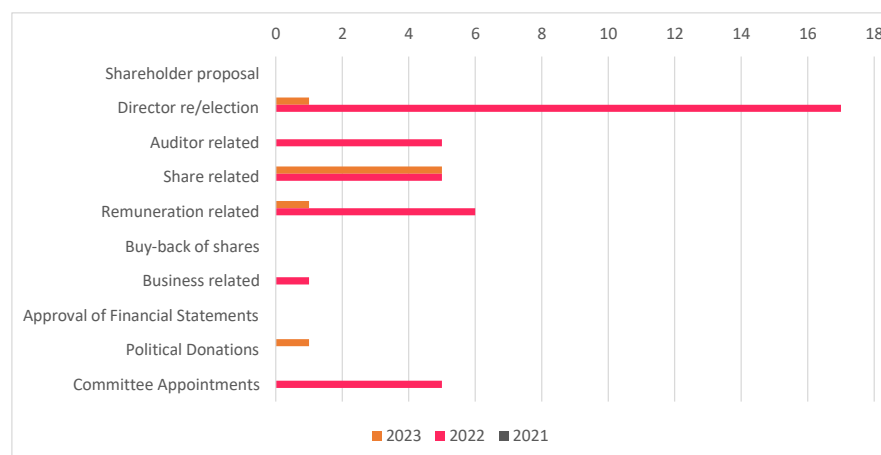
Offshore	2023 YTD		2022		2021	
	No.	%	No.	%	No.	%
Total proxies	21		34		35	
In favour	335	83%	463	82%	439	77%
Not in favour	63	16%	98	17%	103	18%
Abstained	5	1%	4	1%	27	5%
Total resolutions	403	100%	565	100%	569	100%
Shareholder proposal	36	53%	53	52%	44	34%
Director re/election	8	12%	23	23%	34	26%
Auditor related	14	21%	21	21%	25	19%
Share related	4	6%	5	5%	16	12%
Remuneration related	3	4%	-	-	7	5%
Buy-back of shares	-	-	-	-	2	2%
Business related	-	-	-	-	2	2%
Political donations	3	4%	-	-	-	-
Committee Appointments	-	-	-	-	-	-
Total	68	100%	102	100%	130	100%

Not in favour and abstained votes



Onshore	2023 YTD		2022		2021	
	No.	%	No.	%	No.	%
Total proxies	18		43		28	
In favour	372	98%	834	96%	550	95%
Not in favour	8	2%	38	4%	26	5%
Abstained	0	0%	1	0%	1	0%
Total resolutions	380	100%	873	100%	577	100%
Shareholder proposal	-	-	-	-	-	-
Director re/election	1	13%	17	44%	12	50%
Auditor related	-	-	5	13%	8	33%
Share related	5	63%	5	13%	-	-
Remuneration related	1	13%	6	15%	3	13%
Buy-back of shares	-	-	-	-	-	-
Business related	-	-	1	3%	-	-
Political donations	1	13%	-	-	1	4%
Committee Appointments	-	-	5	13%	-	-
Total	8	100%	39	100%	24	100%

Not in favour and abstained votes



Northstar proxy voting schedule: 1 October 2022 - 31 March 2023



Source: Northstar

Date Loaded:
05 September 2023

Date	Company Name	Resolution Description	Rationale	No.	Vote
2022 11 04	AWI	25. Ordinary Resolution To Endorse The Implementation Report (Non-Binding Advisory Vote)	0	25	In Favour
		24. Ordinary Resolution To Endorse The Remuneration Policy (Non-Binding Advisory Vote)	0	24	In Favour
		23. Placing 8 064 048 Ordinary Shares Of R0.05 Each, In The Authorised But Unissued Share Capital Of The Company, Under The Control Of The Directors To Allot And Issue Such Shares In Terms Of The Awi Limited Forfeitable Share Incentive Scheme	0	23	In Favour
		22. Rescinding The Authority Previously Granted To The Company To Place 5 213 369 Ordinary Shares Of R0.05 Cents Each, In The Authorised But Unissued Share Capital Of The Company, Under The Control Of The Directors To Allot And Issue Such Shares In Terms Of The Awi Limited Deferred Bonus Share Plan	0	22	In Favour
		21. Rescinding The Authority Previously Granted To The Company To Place 5 213 369 Ordinary Shares Of R0.05 Each, In The Authorised But Unissued Share Capital Of The Company, Under The Control Of The Directors To Allot And Issue Such Shares In Terms Of The Revised Awi Limited Executive Share Incentive Scheme	0	21	In Favour
		20. The Adoption Of The Awi Limited Forfeitable Share Incentive Scheme	0	20	In Favour
		19. Special Resolution (Fi) Financial Assistance To Group Entities	0	19	In Favour
		18. Special Resolution (General Authority To Buy-Back Shares)	0	18	In Favour
		17. Special Resolution (Increase In Fees Payable To Chairman Of The Social And Ethics Committee)	0	17	In Favour
		16. Special Resolution (Increase In Fees Payable To Chairman Of The Audit And Risk Committee)	0	16	In Favour
		15. Special Resolution (Increase In Fees Payable To Chairman Of The Remuneration, Nomination And Appointments Committee)	0	15	In Favour
		14. Special Resolution (Increase In Fees Payable To Non-Executive Members Of The Social And Ethics Committee)	0	14	In Favour
		13. Special Resolution (Increase In Fees Payable To Members Of The Audit And Risk Committee)	0	13	In Favour
		12. Special Resolution (Increase In Fees Payable To Members Of The Remuneration, Nomination And Appointments Committee)	0	12	In Favour
		11. Special Resolution (Increase In Fees Payable To The Chairman Of The Board)	0	11	In Favour
		10. Special Resolution (Increase In Fees Payable To Non-Executive Directors, Excluding The Chairman Of The Board)	0	10	In Favour
		9. Appointment Of Miss Bp Silwanyana As A Member Of The Audit And Risk Committee	0	9	In Favour
		8. Appointment Of Mrs A Muller As A Member Of The Audit And Risk Committee	0	8	In Favour
		7. Appointment Of Mr Ml Bosman As A Member And Chairman Of The Audit And Risk Committee	0	7	Not In Favour
		6. Election Of Mr Jc O'Meara As A Director	0	6	In Favour
		5. Re-Election Of Mr Jr Hersov As A Director	0	5	Not In Favour
		4. Re-Election Of Mr Sl Crutchley As A Director	0	4	In Favour
		3. Re-Election Of Mr Gr Tupper As A Director	0	3	Not In Favour
		2. Appointment Of Ernst & Young Inc. As The External Auditors Of The Company	0	2	In Favour
		1. Adoption Of The Financial Statements For The Year Ended 30 June 2022	0	1	In Favour
		Special Resolution Number 3 – General Authority To Repurchase Ordinary Shares	0	29	In Favour
		Special Resolution Number 2 – Financial Assistance To Subsidiaries, Related And Inter-Related Entities	0	28	In Favour
M) Remuneration Payable To Members Of The Investment And Finance Committee	0	27	In Favour		
L) Remuneration Payable To Chairman Of The Investment And Finance Committee	0	26	In Favour		
K) Remuneration Payable To Members Of The Social And Ethics Committee	0	25	In Favour		
J) Remuneration Payable To Chairman Of The Social And Ethics Committee	0	24	In Favour		
I) Remuneration Payable To Members Of The Nomination Committee	0	23	In Favour		
H) Remuneration Payable To Chairman Of The Nomination Committee	0	22	In Favour		
G) Remuneration Payable To Members Of The Remuneration Committee	0	21	In Favour		
F) Remuneration Payable To Chairman Of The Remuneration Committee	0	20	In Favour		
E) Remuneration Payable To Members Of The Audit And Risk Committee	0	19	In Favour		
D) Remuneration Payable To Chairman Of The Audit And Risk Committee	0	18	In Favour		
C) Remuneration Payable To Non-Executive Directors	0	17	In Favour		
B) Remuneration Payable To Lead Independent Director	0	16	In Favour		
A) Remuneration Payable To Chairman Of The Board	0	15	In Favour		
Vote 1: Implementation Report Of The Remuneration Policy	0	14	In Favour		
Vote 1: Remuneration Policy Of Shoprite Holdings; And	0	13	In Favour		
Ordinary Resolution Number 7 – General Authority To Directors And/Or Company Secretary	0	12	In Favour		
Ordinary Resolution Number 6 – General Authority To Issue Ordinary Shares For Cash	0	11	In Favour		
Ordinary Resolution Number 5 – General Authority Over Unissued Ordinary Shares	0	10	In Favour		
4.4 Graham Dempster (Subject To His Election As Director)	0	9	In Favour		
4.3 Ellen Wilton	0	8	In Favour		
4.2 Nonkululeko Gobodo	0	7	In Favour		
4.1 Linda De Beer	0	6	In Favour		
3.3 Dawn Marole	0	5	In Favour		
3.2 Paul Norman	0	4	In Favour		
3.1 Graham Dempster	0	3	In Favour		
Ordinary Resolution Number 2 – Re-Appointment Of Auditors	0	2	In Favour		
Ordinary Resolution Number 1 – Approval Of Annual Financial Statements	0	1	In Favour		
1. Ordinary Resolution Number 1: Reappointment Of External Auditor	0	1	In Favour		
3.1 T. Abdool-Samad	0	6	In Favour		
3.2 Pr. Shingi	0	7	In Favour		
3.3 Kr. Moloko	0	8	In Favour		
3.4 Ng. Payne	0	9	In Favour		
3.5 H. Wiseman	0	10	In Favour		
4.1 Remuneration Policy	0	11	In Favour		
4.2 Implementation Of Remuneration Policy	0	12	In Favour		
13. Special Resolution Number 3: General Authority To Provide Financial Assistance To Related Or Inter-Related Companies And Corporations	0	35	In Favour		
12.15 Travel Per Meeting Cycle	0	34	In Favour		
12.14 Ad Hoc Meeting	0	33	In Favour		
12.13 Social And Ethics Committee Member	0	32	In Favour		
12.12 Social And Ethics Committee Chairman	0	31	In Favour		
12.11 Acquisitions Committee Member	0	30	In Favour		
12.10 Acquisitions Committee Chairman	0	29	In Favour		
12.9 Nominations Committee Member	0	28	In Favour		
12.8 Nominations Committee Chairman	0	27	In Favour		
12.7 Remuneration Committee Member	0	26	In Favour		
12.6 Remuneration Committee Chairman	0	25	In Favour		
12.5 Audit And Risk Committee Member	0	24	In Favour		
12.4 Audit And Risk Committee Chairman	0	23	In Favour		
12.3 Non-Executive Directors	0	22	In Favour		
12.2 Lead Independent Non-Executive Director	0	21	In Favour		
12.1 Chairman	0	20	In Favour		
11. Special Resolution Number 1: General Authority To Acquire (Repurchase) Shares	0	19	In Favour		
10. Ordinary Resolution Number 10: Directors' Authority To Implement Special And Ordinary Resolutions	0	18	In Favour		
9. Ordinary Resolution Number 9: Creation And Issue Of Convertible Debentures	0	17	Not In Favour		
8. Ordinary Resolution Number 8: Payment Of Dividend By Way Of Pro Rata Reduction Of Stated Capital	0	16	In Favour		
7. Ordinary Resolution Number 7: General Authority To Issue Shares For Cash	0	15	In Favour		
6. Ordinary Resolution Number 6: General Authority To Directors To Allot And Issue Authorised But Unissued Ordinary Shares	0	14	In Favour		
5. Ordinary Resolution Number 5: Amendments To The Conditional Share Plan (CSP) Scheme	0	13	In Favour		
2.4 H. Wiseman	0	5	In Favour		
2.3 B. Joffe	0	4	In Favour		
2.2 De Cleauby	0	3	In Favour		
2.1 T. Abdool-Samad	0	2	In Favour		
2022 11 15	ORACLE CORPORATION	Advisory Vote To Approve The Compensation Of Our Named Executive Officers. Jeffrey S. Berg	Excessive tenure for independent director - 25 years - given high average tenure of board.	1B.	Not In Favour
		Ratification Of The Selection Of Our Independent Registered Public Accounting Firm.	Lack of auditor rotation - EY has served since 2002.	3	Not In Favour
	Vishal Sikka Naomi O. Seligman		Would vote against due to long tenure - 17 years - but would reduce female representation on board.	0 10.	In Favour
	William G. Parrett Leon E. Panetta Charles W. Moorman Renee J. James Jeffrey O. Hentley Roma A. Fairhead Lawrence J. Ellison George H. Conrades			0 Im. 0 1L. 0 1K. 0 1L. 0 1F. 0 1H. 0 1G.	In Favour In Favour In Favour In Favour In Favour In Favour In Favour
	Bruce R. Chizen		Excessive tenure for independent director - 14 years - given high average tenure of board.	1F.	Not In Favour
	Safra A. Catz Michael J. Boskin		Excessive tenure for independent director - 14 years - given high average tenure of board and founder Chair.	0 1D. 1C.	In Favour Not In Favour
2022 11 17	THE ESTÉE LAUDER COMPANIES INC.	Awo Ablu Advisory Vote To Approve Executive Compensation. Ratification Of Appointment Of Pricewaterhousecoopers Lp As Independent Auditors For The 2023 Fiscal Year. Election Of Class II Director: Richard F. Zaninno Election Of Class II Director: Jennifer Tejada Election Of Class II Director: Lynn Forester De Rothschild	Excessive tenure - Given high average board tenure	0 3A. 0 3. 0 2. 0 1F. 0 1E.	In Favour In Favour In Favour In Favour In Favour
	Election Of Class II Director: Richard D. Parsons Election Of Class II Director: William P. Lauder		Excessive tenure - Given high average board tenure	0 1D. 1C.	Not In Favour
2022 11 21	Bidvest	Election Of Class II Director: Ronald S. Lauder 2. General Authority To Repurchase Shares Endorsement/Implementation Of Remuneration Policy Endorsement Remuneration Policy 3. General Authority To Provide Financial Assistance To Related Or Inter-Related Companies And Corporations 1. Non-Executive Director Remuneration 9. Directors' Authority To Implement Special And Ordinary Resolutions 8. Ratification Relating To Personal Financial Interest Arising From Multiple Offices In The Group 7. Payment Of Dividend By Way Of Pro Rata Reduction Of Share Capital Or Share Premium 6. General Authority To Issue Shares For Cash 5. Placing Authorised But Unissued Ordinary Shares Under The Control Of Directors 4.5 Ms Mg Khumalo, Subject To Being Elected As A Director 4.4 Nw Thomson 4.3 Ms L Boyce 4.2 Ms Rd Mohale 4.1 Ms Sn Mabaso-Koyana (Chair) 3. Re-Appointment Of Independent External Auditor 2.2 Ms Fm Khamile 2.1 Ms Mg Khumalo 1.1 Mr Bf Mohale		0 1A. 0 1A. 0 2. 0 2. 0 1. 0 3. 0 1. 0 9. 0 8. 0 7. 0 6. 0 5. 0 4.5. 0 4.4. 0 4.3. 0 4.2. 0 4.1. 0 3. 0 2. 0 2.1. 0 1.1.	In Favour In Favour
2022 11 24	Discovery	1.1 Non-Binding Advisory Vote On The Remuneration Policy 1.2 Non-Binding Advisory Vote On The Implementation Of The Remuneration Policy 2. General Authority To Repurchase Shares		0 1.1. 0 1.2. 0 2.	In Favour In Favour In Favour

Northstar proxy voting schedule: 1 October 2022 - 31 March 2023



Source: Northstar

Date Loaded:
05 September 2023

Date	Company Name	Resolution Description	Rationale	No.	Vote
2022 11 24	Discovery	3. Authority To Provide Financial Assistance In Terms Of Sections 44 And 45 Of The Companies Act	0	3	In Favour
		3.2 Ms Marquethe Schreuder	0	3	In Favour
		3.3 Ms Monsha Hahla	0	3	In Favour
		4.1 General Authority To Directors To Allot And Issue A Preference Shares	0	4.1	In Favour
		4.2 General Authority To Directors To Allot And Issue B Preference Shares	0	4.2	In Favour
		4.3 General Authority To Directors To Allot And Issue C Preference Shares	0	4.3	In Favour
		1. Approval Of Non-Executive Directors' Remuneration – 2022/23	0	1	In Favour
		3.1 Mr David Macready As Member And As Chairperson Of The Audit Committee	0	3.1	In Favour
		2.4 Mr Tito Mboweni	0	2.4	In Favour
		2.3 Ms Bridget Van Kraaijen	0	2.3	In Favour
		2.2 Mr Richard Farber	0	2.2	In Favour
		2.1 Ms Faith Khanyile	0	2.1	In Favour
		1.3 Appointment Of Deloitte As Joint Independent External Auditors	0	1.3	In Favour
		1.2 Re-Appointment Of KPMG As Joint Independent External Auditors	0	1.2	In Favour
		1.1 Re-Appointment Of PwC As Joint Independent External Auditors	0	1.1	In Favour
		3.1 Mr David Cathrall	0	3.1	In Favour
		4.3 Mr Peter Mountford	0	4.3	In Favour
		Ordinary Resolution Number 5: Endorsement Of The Super Group Remuneration Policy	0	5	In Favour
		Special Resolution Number 2: Financial Assistance To Related Or Inter-Related Companies	0	2	In Favour
		Special Resolution Number 4: Acquisition Of Securities By The Company And/Or Its Subsidiaries	0	4	In Favour
		Special Resolution Number 3: Financial Assistance For Subscription Of Securities By Related Or Inter-Related Entities Of The Company	0	3	In Favour
		Special Resolution Number 1: Approval Of Non-Executive Directors' Fees	0	1	In Favour
		Ordinary Resolution Number 7: General Authority To Directors To Issue Shares For Cash	0	7	In Favour
		Ordinary Resolution Number 6: Endorsement Of The Implementation Of The Super Group Remuneration Policy	0	6	In Favour
		4.2 Mr Simphwe Mhlohlakulu	0	4.2	In Favour
		4.1 Ms Pitsi Mntsi	0	4.1	In Favour
		3.2 Ms Pitsi Mntsi	0	3.2	In Favour
		3.2 Mr Jack Phalane (Subject To The Passing Of Ordinary Resolution 1.2)	0	3.2	In Favour
		Ordinary Resolution Number 2: Appointment Of Auditors	0	2	In Favour
		1.2 Mr Jack Phalane	0	1.2	In Favour
		1.1 Mr David Cathrall	0	1.1	In Favour
		2. General Authority To Repurchase Shares	0	2	In Favour
4. General Authority To Provide Financial Assistance To Related And Interrelated Companies And Corporations	0	4	In Favour		
3. General Authority To Provide Financial Assistance For The Subscription And/Or Purchase Of Securities In The Company Or In Related Or Inter-Related Companies	0	3	In Favour		
1. Approval Of Directors' Remuneration	0	1	In Favour		
14. Non-Binding Advisory Vote On Remuneration Implementation Report	0	14	In Favour		
13. Non-Binding Advisory Vote On Remuneration Policy	0	13	In Favour		
12. General Authority To Place 5% Of The Unissued Ordinary Shares Under The Control Of The Directors	0	12	In Favour		
11. Election Of Member Of The Audit And Risk Committee – Mr F Robertson	0	11	In Favour		
10. Election Of Member Of The Audit And Risk Committee – Mr P J Moleketi	0	10	In Favour		
9. Election Of Member Of The Audit And Risk Committee – Mr N P Mageza	0	9	In Favour		
8. Election Of Member Of The Audit And Risk Committee – Ms S E N De Bruyn	0	8	In Favour		
7. Election Of Director – Mr P J Nqeshing	0	7	In Favour		
6. Election Of Director – Mr M Morobe	0	6	In Favour		
5. Election Of Director – Mr P J Moleketi	0	5	In Favour		
4. Election Of Director – Ms J Lubbe	0	4	In Favour		
3. Election Of Director – Ms S E N De Bruyn	0	3	In Favour		
2. Reappointment Of Auditor	0	2	In Favour		
1. Approval Of Annual Financial Statements	0	1	In Favour		
2022 11 25	FirstRand	Advisory Endorsement On A Non-Binding Basis For The Remuneration Implementation Report	0	6	In Favour
Advisory Endorsement On A Non-Binding Basis For The Remuneration Policy	0	26	In Favour		
Ordinary Resolution 3 – General Authority To Issue Authorised But Unissued Ordinary Shares For Cash	0	3	In Favour		
Ordinary Resolution 4 – Signing Authority To Director And/Or Group Company Secretary	0	4	In Favour		
Special Resolution 1 – General Authority To Repurchase Ordinary Shares	0	7	In Favour		
Special Resolution 2.1 – Financial Assistance To Directors And Prescribed Officers, As Employee Share Scheme Beneficiaries	0	8	In Favour		
Special Resolution 2.2 – Financial Assistance To Related And Interrelated Entities	0	9	In Favour		
Special Resolution 3 – Remuneration Of Non-Executive Directors With Effect From 1 December 2022	0	10	In Favour		
2.2 Appointment Of Pricewaterhousecoopers Inc. As External Auditor	0	2.2	In Favour		
2.1 Appointment Of Deloitte & Touche As External Auditor	0	2.1	In Favour		
1.3 Pd Naidoo	0	1.3	In Favour		
1.2 Li Von Zeuner	0	1.2	In Favour		
1.1 Gq Getik	0	1.1	In Favour		
2022 12 06	ASPEN	Special Resolution Number 3 – General Authority To Repurchase Shares	0	26	In Favour
Special Resolution Number 2 – Financial Assistance To Related Or Inter-Related Company	0	25	In Favour		
(B) Committee Member	0	20	In Favour		
	0	22	In Favour		
	0	24	In Favour		
(A) Chair	0	19	In Favour		
	0	21	In Favour		
	0	23	In Favour		
(B) Board Member	0	18	In Favour		
(A) Chairman	0	17	In Favour		
Non-Binding Advisory Resolution Number 2 – Remuneration Implementation Report	0	16	In Favour		
Non-Binding Advisory Resolution Number 1 – Remuneration Policy	0	15	In Favour		
Ordinary Resolution Number 8 – Authorisation For An Executive Director To Sign Necessary Documents	0	14	In Favour		
Ordinary Resolution Number 7 – General But Restricted Authority To Issue Shares For Cash	0	13	In Favour		
Ordinary Resolution Number 6 – Place Unissued Shares Under The Control Of Directors	0	12	In Favour		
5.3. Babalwa Nqonyama	0	11	In Favour		
5.2. Ben Kruger	0	10	In Favour		
5.1. Linda De Beer	0	9	In Favour		
Ordinary Resolution Number 4 – Reappointment Of Independent External Auditors	0	8	In Favour		
3.5 David Redfern	0	7	In Favour		
3.4 Yvonne Muthien	0	6	In Favour		
3.3 Chris Mortimer	0	5	Not In Favour		
3.2 Linda De Beer	0	4	In Favour		
3.1 Kuseni Dlamini	0	3	Not In Favour		
Ordinary Resolution Number 2 – Presentation And Noting Of The Social & Ethics Committee Report	0	2	In Favour		
Ordinary Resolution Number 1 – Presentation And Adoption Of Annual Financial Statements	0	1	In Favour		
Advisory Vote To Approve Named Executive Officer Compensation.	0	2	In Favour		
Election Of Director: Carlos A. Rodriguez	0	1G.	In Favour		
Election Of Director: Charles W. Scharf	0	1H.	In Favour		
Election Of Director: Emma N. Wainsley	0	1K.	In Favour		
Election Of Director: Hugh F. Johnston	0	1B.	In Favour		
Election Of Director: John W. Stanton	0	1I.	In Favour		
Election Of Director: John W. Thompson	0	1A.	In Favour		
Election Of Director: Padmasree Warrior	0	1L.	In Favour		
Election Of Director: Penny S. Prutzker	0	1F.	In Favour		
Election Of Director: Reid G. Hoffman	0	1A.	In Favour		
Election Of Director: Sandra E. Peterson	0	1E.	In Favour		
Election Of Director: Saba Nadeeda	0	1D.	In Favour		
Election Of Director: Teri L. List	0	1C.	In Favour		
Shareholder Proposal - Report On Tax Transparency	0	9	Not In Favour		
Shareholder Proposal - Report On Development Of Products For Military	0	8	Not In Favour		
Shareholder Proposal - Report On Government Use Of Microsoft Technology	0	7	Not In Favour		
Shareholder Proposal - Report On Investment Of Retirement Funds In Companies Contributing To Climate Change	0	6	Not In Favour		
Shareholder Proposal - Report On Hiring Of Persons With Arrest Or Incarceration Records	0	5	Not In Favour		
Shareholder Proposal - Cost/Benefit Analysis Of Diversity And Inclusion	0	4	Not In Favour		
Ratification Of The Selection Of Deloitte & Touche As Our Independent Auditor For Fiscal Year 2023.	0	3	Not In Favour		
		Lock of auditor rotation.			
2023 01 20	Life Healthcare	3. General Authority To Repurchase Company Shares	0	23	In Favour
2. General Authority To Provide Financial Assistance In Terms Of Sections 44 And 45 Of The Companies Act	0	22	In Favour		
1.10 Ad Hoc Material Board And Committee Meetings	0	21	In Favour		
1.9 Social, Ethics And Transformation Committee Fees	0	20	In Favour		
1.8 Clinical Committee Fees	0	19	In Favour		
1.7 Investment Committee Fees	0	18	In Favour		
1.6 Risk, Compliance And Governance Committee Fees	0	17	In Favour		
1.5 Nominations And Governance Committee Fees	0	16	In Favour		
1.4 Human Resources And Remuneration Committee Fees	0	15	In Favour		
1.3 Audit Committee Fees	0	14	In Favour		
1.1 Board Fees	0	12	In Favour		
5.2 Non-Binding Advisory Endorsement: The Group's Remuneration Implementation Report	0	11	In Favour		
5.1 Non-Binding Advisory Endorsement: The Group's Remuneration Policy	0	10	In Favour		
1.2 Lead Independent Director Fee	0	13	In Favour		
3.1 Lars Holmqvist (Subject To The Passing Of Ordinary Resolution Number 2.4)	0	9	In Favour		
3.2 Caroline Henry	0	8	In Favour		
3.1 Peter Goleworthy (Chairman)	0	7	In Favour		
2.5 Jeanne Bolger	0	6	In Favour		
2.4 Lars Holmqvist	0	5	In Favour		
2.3 Marian Jacobs	0	4	In Favour		
2.2 Mahlaphe Sello	0	3	In Favour		
2.1 Audrey Mthuphi	0	2	In Favour		
1. Re-Appointment Of Independent External Auditors	0	1	In Favour		
Election Of Director: Alfred F. Kelly, Jr.	0	1D.	In Favour		
Election Of Director: Denise M. Morrison	0	1H.	In Favour		
Election Of Director: Francisco Javier Fernandez-Carbajal	0	1C.	In Favour		
Election Of Director: John Lundgren	0	1G.	In Favour		
Election Of Director: Linda J. Bendle	0	1I.	In Favour		
Election Of Director: Lloyd A. Carney	0	1A.	In Favour		
Election Of Director: Maynard G. Webb, Jr	0	1J.	In Favour		
Election Of Director: Ramon Laguarda	0	1E.	In Favour		
Election Of Director: Teri L. List	0	1F.	In Favour		
To Vote On A Stockholder Proposal Requesting An Independent Board Chair Policy.	0	5	Not In Favour		
		Lead independent Director mitigates shareholder proposal concerns			
To Ratify The Appointment Of Kpmg As Our Independent Registered Public Accounting Firm For Fiscal Year 2023.	0	4	Not In Favour		
		IPWAG have been Visa's auditors since 2007 which goes against our proxy voting policy principals			
To Hold An Advisory Vote On The Frequency Of Future Advisory Votes To Approve Executive Compensation.	0	3	In Favour		
To Approve, On An Advisory Basis, The Compensation Paid To Our Named Executive Officers.	0	2	In Favour		
Election Of Director: Kermit R. Crawford	0	1B.	In Favour		
2023 01 31	Netcare	2. Ordinary Resolution Number 2: Re-Appointment Of Independent External Auditors	0	6	In Favour
4. Ordinary Resolution Number 4: Signature Of Documents	0	11	In Favour		
5. Non-Binding Resolution Number 1: Approval Of The Remuneration Policy	0	12	In Favour		
6. Non-Binding Resolution Number 2: Approval Of The Implementation Report	0	13	In Favour		
7. Special Resolution Number 1: General Authority To Repurchase Shares	0	14	In Favour		
Ordinary Resolution 1.1: M Bower	0	1	In Favour		
Ordinary Resolution 1.2: B Bulb	0	2	In Favour		

Northstar proxy voting schedule: 1 October 2022 - 31 March 2023



Source: Northstar

Date Loaded:
05 September 2023

Date	Company Name	Resolution Description	Rationale	No.	Vote			
2023 01 31	Netcare	9. Special Resolution Number 3: Financial Assistance To Related And Inter-Related Companies In		0	16	In Favour		
		8. Special Resolution Number 2: Approval Of Non-Executive Directors' Remuneration For The Period		0	15	In Favour		
		Ordinary Resolution 3.4: L. Stephens		0	10	In Favour		
		Ordinary Resolution 3.3: T. Leoka		0	9	In Favour		
		Ordinary Resolution 3.2: B. Buolo (Chair)		0	8	In Favour		
		Ordinary Resolution 3.1: M. Krieger		0	7	In Favour		
		Ordinary Resolution 1.5: L. Stephens		0	5	In Favour		
		Ordinary Resolution 1.4: I. Kirk		0	4	In Favour		
		Ordinary Resolution 1.3: I. Human		0	3	In Favour		
		Special Resolutions		0	0	In Favour		
		General Authority To Repurchase Shares		0	17	In Favour		
		Signature Of Documents And Authority For Implementation Of Resolutions		0	23	In Favour		
		Financial Assistance To Persons Related Or Inter-Related To The Company For Advancement Of Commercial Interest		0	22	In Favour		
		Financial Assistance Relating To Securities For The Advancement Of Commercial Interests		0	21	In Favour		
		2023 02 08	Reunert Ltd	Financial Assistance Relating To Share Repurchases And Share Plans		0	20	In Favour
Directors' Remuneration For Ad Hoc Assignments				0	19	In Favour		
Directors' Remuneration				0	18	In Favour		
Endorsement Of The Reunert Remuneration Implementation Report				0	16	In Favour		
Endorsement Of The Reunert Remuneration Policy				0	15	In Favour		
Ratification Relating To Personal Financial Interest Arising From Multiple Offices In The Reunert Group				0	14	In Favour		
Appointment Of External Auditors 2024 – Kpmg				0	13	In Favour		
Appointment Of Individual Designated Auditor – Ms N Ranchod				0	12	In Favour		
Re-Appointment Of External Auditors – Deloitte				0	11	In Favour		
Re-Election Of Dr. Mt Mashoba-Ramuedzi To The Audit Committee				0	10	In Favour		
Re-Election Of Ms S Martin To The Audit Committee				0	9	In Favour		
Re-Election Of Ms T Abdool-Samad To The Audit Committee				0	8	In Favour		
Re-Election Of Mr. La Fourie To The Audit Committee				0	7	In Favour		
Re-Election Of Mr. Na Thomson As An Executive Director				0	6	In Favour		
Re-Election Of Ms S Martin As An Independent Non-Executive Director				0	5	In Favour		
Re-Election Of Mr. M. Husain As An Independent Non-Executive Director				0	4	In Favour		
Re-Election Of Mr. M. Hulley As An Independent Non-Executive Director				0	3	In Favour		
Election Of Ms Trm Eboka As An Independent Non-Executive Director				0	2	In Favour		
Election Of Mr. R. Boettger As An Independent Non-Executive Director				0	1	In Favour		
2023 02 16	Tiger Brands			Ordinary Resolution Number 5 – General Authority		0	12	In Favour
				General Authority To Repurchase Shares In The Company		0	23	In Favour
				Approval Of Non-Resident Directors' Fees		0	22	In Favour
				Approval Of Remuneration Payable To Non-Executive Directors In Respect Of Ad Hoc Meetings		0	21	In Favour
				Approval Of Remuneration Payable To Non-Executive Directors In Respect Of Unscheduled		0	20	In Favour
				Approval Of Remuneration Payable To Non-Executive Directors Participating In Sub-Committees		0	19	In Favour
				2.3 Remuneration Payable To Non-Executive Directors		0	18	In Favour
				2.2 Remuneration Payable To The Lead Independent Director		0	17	In Favour
				2.1 Remuneration Payable To The Chairman		0	16	In Favour
				Approval To Provide Financial Assistance To Related And Inter-Related Companies		0	15	In Favour
				Ordinary Resolution 7 – Endorsement Of The Implementation Report Of The		0	14	In Favour
				Ordinary Resolution 6 – Approval Of The Remuneration Policy		0	13	In Favour
				Ordinary Resolution Number 4 – To Appoint The External Auditor Deloitte & Touche		0	11	In Favour
				3.4 To Elect Mr. Dg Wilson		0	10	In Favour
				3.3 To Elect Adv M Sello		0	9	In Favour
				3.2 To Elect Ms Ch Fernandez		0	8	In Favour
		3.1 To Elect Mr. Frij Braeken (Subject To Him Being Elected As A Director)		0	7	In Favour		
		2.4 To Re-Elect Mr. Om Weber		0	6	In Favour		
		2.3 To Re-Elect Ms. Di Sio		0	5	In Favour		
		2.2 To Re-Elect Ms. G. Kintworth		0	4	In Favour		
		2.1 To Re-Elect Ms. G. Fraser-Moleketi		0	3	In Favour		
		1.2 To Elect Ms. La Swartz		0	2	In Favour		
		1.1 To Elect Mr. Frij Braeken		0	1	In Favour		
		CORONATION FUND MANAGERS LIMITED	4. Share Repurchases By The Company And Its Subsidiaries		0	14	In Favour	
			3. Remuneration Of Non-Executive Directors		0	13	In Favour	
2. Financial Assistance For Intercompany Share Transactions			0	12	In Favour			
1. Intercompany Financial Assistance			0	11	In Favour			
5. Non-Binding Advisory Vote On The Company's Remuneration Policy Implementation Report			0	10	In Favour			
4. Non-Binding Advisory Vote On The Company's Remuneration Policy			0	9	In Favour			
D) To Re-Elect Mr. Sakhwila (Sakh) Ntombela			0	8	In Favour			
C) To Re-Elect Mrs. Madhubala Nkhomo			0	7	In Favour			
B) To Re-Elect Dr. Hugo Anton Nelson			0	6	In Favour			
A) To Re-Elect Ms. Lulama Boyce			0	5	In Favour			
2. To Appoint Kpmg Inc. As The Company's Registered Auditor And To Note Mr. Zola Beseti			0	4	In Favour			
C) To Re-Elect Mr. Sakhwila (Sakh) Ntombela As Director			0	3	In Favour			
B) To Re-Elect Mr. Phakamani Hadebe As Director			0	2	In Favour			
A) To Re-Elect Mr. Neil Brown As Director			0	1	In Favour			
2023 02 24	Pepkor		General Authority To Repurchase Shares Issued By The Company		0	33	In Favour	
			Intercompany Financial Assistance		0	32	In Favour	
			Director Approval By Prudential Authority		0	31	In Favour	
			Non-Scheduled Extraordinary Meetings		0	30	In Favour	
			Investment Committee Members		0	29	In Favour	
			Investment Committee Chairman		0	28	In Favour	
		Nomination Committee Members		0	27	In Favour		
		Social And Ethics Committee Members		0	26	In Favour		
		Social And Ethics Committee Chairman		0	25	In Favour		
		Human Resources And Remuneration Committee Members		0	24	In Favour		
		Human Resources And Remuneration Committee Chairman		0	23	In Favour		
		Audit And Risk Committee Members		0	22	In Favour		
		Audit And Risk Committee Chairman		0	21	In Favour		
		Board Members		0	20	In Favour		
		Lead Independent Director		0	19	In Favour		
		Chairman		0	18	In Favour		
		Approval Of Implementation Report On Remuneration Policy		0	17	In Favour		
		Approval Of Remuneration Policy		0	16	In Favour		
		Re-Appointment Of Pricewaterhousecoopers Inc.		0	15	In Favour		
		Appointment Of Zn Malunga		0	7	In Favour		
					0	14	In Favour	
		Appointment Of Hh Hickey		0	6	In Favour		
		Re-Appointment Of F Petersen-Cook		0	12	In Favour		
		Re-Appointment Of Sh Müller		0	11	In Favour		
		Appointment Of Pi Erasmus		0	10	In Favour		
		Appointment Of Li Mphahlele		0	9	In Favour		
		Appointment Of Im Kirk		0	8	In Favour		
		Appointment Of P Disberry		0	5	In Favour		
		Ratification Of Appointments Of Directors		0	0	In Favour		
		Re-Election Of F Petersen-Cook		0	4	In Favour		
		Re-Election Of Sh Müller		0	3	In Favour		
		Re-Election Of Wyn Luhabé		0	2	In Favour		
		Re-Election Of Tl De Klerk		0	1	In Favour		
		2023 03 03	TRANSACTION CAPITAL LIMITED	Special Resolution Number 5 – Annual General Authority To Allot And Issue Authorised But Unissued Securities For Cash		0	18	In Favour
				Special Resolution Number 4 – Annual General Authority To Repurchase Securities		0	13	In Favour
Special Resolution Number 3 – Authority To Provide Financial Assistance In Terms Of Section 45 Of The Companies Act				0	16	In Favour		
Special Resolution Number 2 – Authority To Provide Financial Assistance In Terms Of Section 44 Of The Companies Act				0	15	In Favour		
Special Resolution Number 1 – Approval Of Non-Executive Directors' And Committee Members' Fees				0	14	In Favour		
Ordinary Resolution Number 13 – Authority To Act				0	13	In Favour		
Ordinary Resolution Number 12 – Issue Of Securities For Acquisitions In Circumstances Other Than Those Covered By Special Resolution 5				0	12	In Favour		
Ordinary Resolution Number 11 – Non-Binding Advisory Vote On Remuneration Implementation Report				0	11	In Favour		
Ordinary Resolution Number 10 – Non-Binding Advisory Vote On Remuneration Policy				0	10	In Favour		
Ordinary Resolution Number 9 – Appointment Of Deloitte & Touche As Auditors				0	9	In Favour		
Ordinary Resolution Number 8 – Appointment Of S. Seabrooke As A Member Of The Audit Committee				0	8	In Favour		
Ordinary Resolution Number 7 – Appointment Of S. Kana As A Member Of The Audit Committee				0	7	In Favour		
Ordinary Resolution Number 6 – Appointment Of B. Hanise As A Member Of The Audit Committee				0	6	In Favour		
Ordinary Resolution Number 5 – Appointment Of D. Radley As A Member (And Shall Also Act As Chairperson) Of The Audit Committee				0	5	In Favour		
Ordinary Resolution Number 4 – Re-Election Of D. Radley As A Director				0	4	In Favour		
Ordinary Resolution Number 3 – Re-Election Of I. Kirk As A Director				0	3	In Favour		
Ordinary Resolution Number 2 – Re-Election Of B. Hanise As A Director				0	2	In Favour		
Ordinary Resolution Number 1 – Re-Election Of S. Seabrooke As A Director				0	1	In Favour		
2023 03 31	THE WALT DISNEY COMPANY			Consideration Of An Advisory Vote To Approve Executive Compensation.	Annual incentive threshold too low - achieved 181% of Adjusted Segment Operating income (50% of calculation) despite missing a downward revised consensus estimate.	0	3	Not In Favour
				Election Of Director: Amy L. Chang		0	1C.	In Favour
				Election Of Director: Calvin R. McDonald		0	1L.	In Favour
				Election Of Director: Derica W. Rice		0	1K.	In Favour
				Election Of Director: Francis A. Desouza		0	1D.	In Favour
				Election Of Director: Maria Elena Lagomasino		0	1H.	In Favour
				Election Of Director: Mark G. Parler		0	1J.	In Favour
		Election Of Director: Mary T. Barra		0	1A.	In Favour		
		Election Of Director: Michael B.G. Froman		0	1F.	In Favour		
		Election Of Director: Safia A. Cate		0	1B.	In Favour		
		Shareholder Proposal, If Properly Presented At The Meeting, Requesting A Political Expenditures Report.	Sufficient procedures and disclosures in place.	0	7	Not In Favour		
		Shareholder Proposal, If Properly Presented At The Meeting, Requesting Charitable Contributions Disclosure.	Limited additional benefit to shareholders.	0	6	Not In Favour		
		Shareholder Proposal, If Properly Presented At The Meeting, Requesting A Report On Operations Related To China.	Sufficient procedures and disclosures in place.	0	5	Not In Favour		
		Consideration Of An Advisory Vote On The Frequency Of Advisory Votes On Executive Compensation.		0	4	In Favour		
		Ratification Of The Appointment Of Pricewaterhousecoopers LLP As The Company's Independent Registered Public Accountants For Fiscal 2023.	PwC has been external auditor since 1998.	0	2	Not In Favour		
		Election Of Director: Robert A. Iger		0	1G.	In Favour		
		Election Of Director: Carolyn N. Everson		0	1E.	In Favour		