

## Liontrust Policy – United Kingdom (FTSE 350) and Ireland (ISEQ20) Proxy Voting Guidelines

---

We actively vote across the UK FTSE 350 and companies listed in Ireland’s ISEQ20 as an extension of our engagement and to signal support or concerns about a company's practices and proposals.

We recognise that companies are not homogeneous and some variation in governance structures and practice is to be expected. Reflecting the need for some practical flexibility, corporate governance models are increasingly operating on a “comply or explain” basis, which is an approach we are supportive of.

In making our final voting decisions we seek to have regard to any company specific context and clarifications, as well as local market standards. Within practical limits we aim, where possible, to raise issues of concern and engage with companies ahead of the General Meeting. Our core holdings are prioritised in this regard.

This policy forms the basis of vote recommendations for companies listed in the United Kingdom and Ireland. It will also be applied to companies incorporated in other territories such as the Isle of Man, Jersey and Guernsey, and which are either listed in the UK and Ireland or on the Channel Islands Securities Exchange.

Voting Issue	Liontrust Policy	Vote Recommendations
<b>Financial Statements and Statutory Reports (M0105)</b>	<p>We may withhold support from the Report &amp; Accounts in certain instances including the following:</p> <p>Where adequate disclosure has not been provided.</p> <p>Where the auditor has emphasised a matter or where the auditor has provided a qualified opinion.</p>	<p><b>Against</b> where adequate disclosure has not been provided (e.g. annual report not disclosed in time).</p> <p><b>Abstain</b> where auditor has emphasised a matter in its opinion.</p> <p><b>Against</b> where the auditor has qualified their opinion.</p>
<b>Appointment of Auditors and Auditor Fees (M0101, M0109, M0136)</b>	<p>We hold that the Audit Committee should pay particular attention to the provision of non-audit services by the external auditor.</p> <p>Where non-audit services have been provided by the auditor, we will consider carefully both the actual value of non-audit services provided as well as the ratio between the audit and non-audit fees.</p>	<p><b>Against</b> if a big 4 auditor and if non-audit fees are more than 33% of audit fees.</p> <p><b>Abstain</b> if big 4 auditor and excessive non-audit fees are more than 33% of audit fees and an adequate explanation is given.</p> <p><b>Abstain</b> if outside big 4 auditors and if non-audit fees are more than £500,000 (or market equivalent) or are more than 33% of audit fees.</p> <p><b>Against</b> if outside big 4 auditors and if excessive non-audit fees of five consecutive years and more than 33% of audit fees.</p> <p>Rotation of auditors:  <b>Abstain</b> if after 10 years and where the company have indicated that they are in the process of an audit tender with the intention of rotating the audit firm or have stated their intention to rotate their auditor in the upcoming financial year.</p> <p><b>Against</b> after ten years and there is no intention to rotate the Auditor in the upcoming financial year.</p>

	<p>We will take into consideration on a case-by-case basis the circumstances where there are serious concerns about the effectiveness of the auditors; the auditors are being changed without explanation; or the lead audit partner(s) has been linked with a significant auditing controversy.</p>	<p><b>Abstain</b> if there are serious concerns about the effectiveness of the auditors; the auditors are being changed without explanation; or the lead audit partner(s) has been linked with a significant auditing controversy.</p>
<p><b>Company Boards (M0201) – Director Elections</b></p>	<p>We expect at least half the board excluding the Chair should comprise Non-Executive Directors determined by the Board to be independent.</p> <p>We expect directors to be able to dedicate sufficient time to the role. We will vote against any director that we feel is overboarded. Any person who holds more than five mandates at listed companies will be classified as overboarded. For the purposes of calculating this limit, a non-executive directorship counts as one mandate, a non-executive Chairship counts as two mandates, and a position as executive director (or a comparable role) is counted as three mandates.</p> <p>Also, any person who holds the position of executive director (or a comparable role) at one company and a non-executive Chair at a different company will be classified as overboarded.</p>	<p><b>Against</b> if non-independent NED and Board is less than 50% independent.</p> <p><b>Against</b> if a Director is considered overboarded.</p> <p>Defined as follows:</p> <ul style="list-style-type: none"> <li>› Any person who holds more than five mandates at listed companies will be classified as overboarded. For the purposes of calculating this limit, a non-executive directorship counts as one mandate, a non-executive Chairship counts as two mandates, and a position as executive director (or a comparable role) is counted as three mandates.</li> <li>› Also, any person who holds the position of executive director (or a comparable role) at one company and a non-executive Chair at a different company will be classified as overboarded.</li> </ul> <p>When applying this policy, we will consider the nature and scope of the various appointments and the companies concerned, and if any exceptional circumstances exist. A stricter view may apply for directors who serve on the boards of complex companies, those in highly regulated sectors, or directors who chair a number of key committees.</p> <p><b>CEOs and Chairmen</b> An adverse vote recommendation will not be applied to a director within a company where he/she serves as CEO; instead, any adverse vote recommendations will be applied to his/her additional seats on other company boards.</p> <p>For chairmen, negative recommendations would first be applied towards non-executive positions held but the chair position itself would be targeted where they are being elected as Chair for the first time or, when in aggregate their chair positions are three or more in number, or if the Chair holds an outside executive position.</p> <p><b>Abstain</b> if there are serious concerns of</p>

	<p>We will consider recommending a vote against the re-election of individual directors for:</p> <ul style="list-style-type: none"> <li>› Material failures of governance, stewardship, or risk oversight; or</li> <li>› Egregious actions related to the director(s)' service on other boards that raise substantial doubt about that individual's ability to effectively oversee management and to serve the best interests of shareholders at any company.</li> </ul>	<ul style="list-style-type: none"> <li>› Material failures of governance, stewardship, or risk oversight; or</li> <li>› Egregious actions related to the director(s)' service on other boards that raise substantial doubt about that individual's ability to effectively oversee management and to serve the best interests of shareholders at any company.</li> </ul>
<p><b>Director Elections – Chair of Nomination Committee – Diversity – Gender &amp; Ethnicity</b></p>	<p>We may consider recommending against the chair of the nomination committee if the company has not met the reporting requirements of the FCA Listing Rules, which require boards to meet the following targets:</p> <ul style="list-style-type: none"> <li>▪ At least 40% of the board are women; and</li> <li>▪ At least one of the senior board positions (Chair, CEO, Senior Independent Director or CFO) is a woman.</li> </ul> <p>Compliance with the relevant board diversity standard at the preceding AGM and a firm commitment, publicly available, to comply with the relevant standard within a year. Other relevant factors as applicable.</p> <p><b>Ethnic Diversity – Sustainable Future funds only</b></p> <p>We will withhold support from the re-election of the Chair of the Nomination Committee:</p> <p>where there are no ethnic minority directors on the board of FTSE 350 companies</p>	<p><b>Against</b> if the company has not met the reporting requirements of the FCA Listing Rules, which require boards to meet the following targets:</p> <ul style="list-style-type: none"> <li>▪ At least 40% of the board are women; and</li> <li>▪ At least one of the senior board positions (Chair, CEO, Senior Independent Director or CFO) is a woman</li> </ul> <p><b>Abstain</b> if compliance with the relevant board diversity standard at the preceding AGM and a firm commitment, publicly available, to comply with the relevant standard within a year.</p> <p><b>Against</b> where there are no ethnic minority directors on the board of FTSE 350 companies</p> <p><b>Abstain</b> where there are no ethnic minority directors on the board of FTSE 350 companies/ISEQ 20 however (insert mitigating factor).</p>

	<p>where there are no ethnic minority directors on the board of FTSE 350 companies/ISEQ 20 however (insert mitigating factor)</p> <p>Mitigating factors include:</p> <ul style="list-style-type: none"> <li>▪ Compliance with the relevant board diversity standard at the preceding AGM and a firm commitment, publicly available, to comply with the relevant standard within a year.</li> </ul>	
<p><b>Election of CEO/Chair</b></p>	<p>We hold that a Chair should be an independent non-executive director on appointment. However, once appointed a Chair will no longer be considered either independent or non-independent.</p> <p>We will take into consideration on a case-by-case basis the election of a former CEO as Chair or the election of an Executive Chair.</p> <p>We will consider the re-election of the chair on a case-by-case basis, taking into account such factors as succession planning, diversity, and board independence, in addition to tenure.</p> <p>We will vote Against where a Company is seeking the election of a combined CEO and Chair.</p>	<p><b>Against</b> if a Chair is being elected for the first time and Chair is non-independent on appointment.  <b>For</b> if all subsequent proposals to elect a non-executive Chair.</p> <p><b>Against</b> if an Executive Chair unless an adequate explanation is given.</p> <p><b>Against</b> where the Chair’s tenure exceeds 11 years from the date of their first appointment to the board.</p> <p><b>Against</b> if there is a combined CEO/Chair.</p>
<p><b>Audit, Remuneration and Nomination Committees</b></p>	<p>The <b>audit</b> committee should comprise at least three non-executive directors, and all members should be independent. The company Chair should not be a member of the audit committee.</p> <p>The <b>remuneration</b> committee should also comprise at least three non-executive directors and again, all members should be independent. In addition, the company Chair may also be a member, but not chair,</p>	<p><b>Against</b> if non-independent NED on Audit or Remuneration Committee.</p> <p><b>Against</b> if an Executive Director on Audit or Remuneration Committee.</p>

	<p>of the remuneration committee if he or she was considered independent on appointment as Chair.</p> <p>A majority of the <b>nomination</b> committee should consist of independent non-executive directors.</p>	<p><b>Against</b> if the nomination committee consists of less than 50% independent non-executive directors.</p>
<p><b>Share Plans (M0501, M0503, M0507, M0509)</b></p>	<p>Apply ISS guidelines</p>	<p>Against – where ISS Vote Against</p> <p>Abstain – where ISS Vote Abstain</p>
<p><b>Remuneration Report (M0550) / Remuneration Policy</b></p>	<p>Apply ISS guidelines</p>	<p>Against – where ISS Vote Against</p> <p>Abstain – where ISS Vote Abstain</p>
<p><b>Share Issuances/Capital Structure (M0329/M0331/M0300s)</b></p>	<p>We will vote in line with resolutions seeking authorities in line with the Investment Association's Share Capital Management Guidelines and the Pre-Emption Group Statement of Principles unless:</p> <p>The routine authority to disapply pre-emption rights exceeds 20 percent of the issued share capital, provided that any amount above 10 percent is to be used for the purposes of an acquisition or a specified capital investment, (previously 10% and 5% respectively).</p>	<p><b>Against</b> if the routine authority to disapply pre-emption rights exceeds 20 percent of the issued share capital, provided that any amount above 10 percent is to be used for the purposes of an acquisition or a specified capital investment.</p>

<b>Organisational/Structure /M&amp;A (M0400s)</b>	We will evaluate on a case-by-case basis on all Company structure related items including reorganisations, mergers, acquisitions, related party transactions and any bid waivers.	Refer
<b>Political Donations (M0163)</b>	We do not support the paying of political donations however we will support the payment of approved political donations only under circumstances used to comply with EU regulation.	<b>Against</b> resolutions to provide for the company to be able to pay political donations if political donations have been made or duration is greater than 15 months.
<b>Fix Maximum Variable Compensation Ratio (M0571)</b>	We will consider on a case-by-case basis remuneration policies in the overall context of executive pay.	<b>Against</b> resolutions which breach local best practice.

**Items to be referred for internal consideration:**

- Mergers & Acquisitions
- Related Party Transactions
- Mandatory Takeover Bid Waivers
- Reincorporation Proposals
- Shareholder Proposals
- Other non-routine items/controversial items.

**Votes regarding global warming and the environment**

Liontrust investment teams will vote their proxies in line with their investment processes. Liontrust supports the Net Zero Asset Managers’ Initiative and aims to attain net zero across its funds by 2050. As such, each investment team will, in the context of its investment process, vote as it sees fit regarding proxy votes on an investee company’s net zero plans or strategy or any other climate related issue. Where Liontrust deem corporate disclosures and/or management actions on climate change to be insufficient or the company fails to be proactive in communicating their strategy for reducing carbon emissions, Liontrust investment team(s) may withhold support from the re-election of directors or other related proposals, if this falls in line with the team(s) investment process.

Appendix:

**Our Definition of Non-Independent Director:**

- Significant shareholder (over 1% of Company)
- An employee or executive of the company
- Currently provides professional services to the company
- Has a senior role at one of the Company's advisers
- Relative of executive (or former executive) or senior employee
- Founder/co-founder/member of founding family
- Former executive (five year cooling off period)
- Has been on the board for more than 9 years
- Has had within the last 3 years, a material business relationship with the company
- Conflicting or cross directorship with executive directors or the Chair of the Company