

MAINFIRST



POLICIES AND STRATEGIES FOR THE EXERCISE OF VOTING RIGHTS

MAINFIRST AFFILIATED
FUND MANAGERS
(DEUTSCHLAND) GMBH

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Policies and strategies for the exercise of voting rights

Description of policies, strategies and procedures to ensure that the employees¹ and officers of MainFirst Affiliated Fund Managers (Deutschland) GmbH (hereinafter the "company") are always and fully in compliance with statutory, supervisory, professional and ethical regulations in all business areas.

The policy is designed for the implementation of the relevant laws, regulations and supervisory publications, such as the Securities Trading Act (WpHG) and Disclosure Regulation (EU) 2019/2088 ("SFDR").

Every employee is encouraged and obliged to observe the policy fully as part of the company's business operations. All company employees and officers are included within the scope of application of the regulations.

The company undertakes to exercise particular care towards investors in the funds managed by the company as part of fund management when exercising voting rights. The company or a representative appointed by it will vote on behalf of and in compliance with legal, regulatory, sustainability, professional and ethical regulations. In individual instances, the company will always decide if and how voting rights should be exercised in the sole interest of investors.

Taking account of a broad range of factors, our aim is to exercise our voting rights actively and comprehensively in the interest of investors and to implement our policies to the best of our endeavours. It is our intention to publish the results of the exercise of our voting rights transparently and comprehensively once a year in aggregate format.

Shareholders' voting rights are to be exercised in a fiduciary capacity according to the following formulated principles, which are to be interpreted as guidelines.

- The interest of the investor with regard to the individual asset managed is the sole basis for voting rights decisions
- Decisions regarding the exercise of voting rights are made irrespective of own interests and/or the interests of any third party
- The integrity of the financial market must be preserved in all instances
- Such exercise shall always be compliant with the relevant statutory, supervisory, professional, sustainable, ethical and applicable internal regulations
- Voting rights must be exercised with full respect for internal, transparent ESG standards, encompassing the following specific factors:
 - Solid corporate governance is an essential factor for increasing the value of any company

¹ (*male and female)

- We understand the necessity for major shareholders to actively participate in the development of a company
- We have an active role in fostering progress within the companies towards profitable and sustainable value creation
- We are major stakeholders in many companies. We therefore attend Annual General Meetings and other meetings and seek regular dialogue with company representatives as part of our commitment.
- We observe a wide range of financial and non-financial performance indicators, which have to be tracked and monitored on a regular basis – also including many ESG-related issues in particular, this includes:
 - general principles for good Corporate Governance (accountability and competence of the Board of Directors and Supervisory Board, share ownership, independence, conflicts of interest, diversity, appointment procedures, remuneration and incentive programmes, audits, transparency of decision-making)
 - Capital structure: disclosure, capital allocation policy, approval of corporate actions and public offerings, equal treatment of shareholders
- ESG factors have an impact on a company's value and reputation and on the ability to achieve long-term returns
 - We therefore want our companies to be aware of the relevant social and environmental risk factors, including them in their medium- to long-term strategies
 - We support proposals at the General Meeting aiming to improve environmental footprint and reduce ESG risks
 - Our voting rights need to be used to promote ESG risk avoidance and improve corporate transparency (e.g. on climate change, water consumption, diversity, human rights abuses and corporate governance, business ethics, code of conduct, environmental and social practices) We can vote against the re-election or discharge of the Board of Directors or Supervisory Board, e.g. as a result of inadequate avoidance of ESG risks.