

# Castlefield Investment Partners Voting History

## Month to 30 April 2022



Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	No	Open Meeting		
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	No	Receive Report of Management Board (Non-Voting)		
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Approve Remuneration Report	For	
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Adopt Financial Statements	For	
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Approve Discharge of Management Board	For	
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Approve Discharge of Supervisory Board	For	
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Elect Marc Lutikhuis to Management Board	For	
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Approve Sign-on Bonus in Shares for Marc Lutikhuis	Against	Our guidelines do not allow for a sign on bonus. Additionally, there were concerns regarding a majority shareholder financing the bonus.
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital and Exclude Preemptive Rights	Against	Above our voting policy threshold for both amount and duration.
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	Yes	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	No	Other Business (Non-Voting)		
NX Filtration NV	NL0015000D50	Netherlands	05-Apr-22	Annual	No	Close Meeting		
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Approve Remuneration Report	Against	Breaches our maximum variable pay threshold.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Approve Allocation of Income and Dividends of CHF 6.75 per Share	For	

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Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Approve 1:10 Stock Split	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Approve Discharge of Board and Senior Management	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Against	Directors receive share based payments.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.7 Million	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Against	Concerns regarding whether the performance targets for the LTIP are sufficiently stretching.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 5.6 Million	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reelect Gilbert Achermann as Director and Board Chairman	Against	Reflecting concerns about composition and independence levels of the Board of Directors.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reelect Marco Gadola as Director	Against	Non-independent and overcommitted.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reelect Juan Gonzalez as Director	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reelect Beat Luethi as Director	Against	Independence concerns.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reelect Petra Rumpf as Director	Against	Independence concerns.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reelect Thomas Straumann as Director	Against	Independence concerns.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reelect Regula Wallimann as Director	For	

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Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Elect Nadia Schmidt as Director	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reappoint Beat Luethi as Member of the Nomination and Compensation Committee	Against	Independence concerns relevant to committee composition.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Reappoint Juan Gonzalez as Member of the Nomination and Compensation Committee	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Appoint Nadia Schmidt as Member of the Nomination and Compensation Committee	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Designate Neovius AG as Independent Proxy	For	
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Ratify Ernst & Young AG as Auditors	Against	Non-audit fees above voting policy threshold.
Straumann Holding AG	CH0012280076	Switzerland	05-Apr-22	Annual	Yes	Transact Other Business (Voting)	Against	Due to the content of any new voting items or counterproposals not being known prior to the AGM, there is a risk that they may not be in shareholders' interests.
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	No	Receive Report of Board		
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	

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Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Approve Allocation of Income and Dividends of DKK 0.37 Per Share	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Approve Remuneration Report (Advisory Vote)	Against	Remuneration report breaches voting guideline limits on maximum salary and limited disclosure regarding variable pay.
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Approve Remuneration of Directors in the Amount of DKK 1.365 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Reelect Anders Runevad as Director	Abstain	Independence concerns relevant to committee composition. No option to vote against this resolution.
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Reelect Bert Nordberg as Director	Abstain	Independence concerns relevant to committee composition. No option to vote against this resolution.
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Reelect Bruce Grant as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Reelect Eva Merete Sofelde Berneke as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Reelect Helle Thorning-Schmidt as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Reelect Karl-Henrik Sundstrom as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Reelect Kentaro Hosomi as Director	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Elect Lena Olving as New Director	For	

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Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Ratify PricewaterhouseCoopers as Auditors	Abstain	Non-audit fees and auditor tenure above voting policy threshold. No option to vote against this resolution.
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Authorize Share Repurchase Program	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	Yes	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	
Vestas Wind Systems A/S	DK0061539921	Denmark	05-Apr-22	Annual	No	Other Business		
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Accept Financial Statements and Statutory Reports	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Approve Allocation of Income	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Approve Elimination of Negative Reserves	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Authorize Share Repurchase Program	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Slate 1 Submitted by Allianz Finance II Luxembourg Sarl	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Slate 2 Submitted by Institutional Investors (Assogestioni)	Against	Reuirement that shareholders could only support one slate of the two options provided.
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Approve Internal Auditors' Remuneration	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Approve Remuneration Policy	Against	Remuneration report breaches voting guideline on maximum salary and variable pay. Report also contains generous severance packages and allows for introductory bonuses.

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UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Approve Second Section of the Remuneration Report	Against	CEO received significant introductory bonus that was not linked to performance.
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Approve 2022 Group Incentive System	Against	Introductory bonuses and severance packages breach voting guidelines.
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Amend Group Incentive Systems	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Amend Company Bylaws Re: Clause 6	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Amend Company Bylaws Re: Clauses 20, 29 and 30	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For	
UniCredit SpA	IT0005239360	Italy	08-Apr-22	Annual/Special	Yes	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Insufficient disclosure.

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Gore Street Energy Storage Fund PLC	GB00BG0P0V73	United Kingdom	11-Apr-22	Special	Yes	Authorise Issue of Equity Pursuant to the Initial Issue and the Share Issuance Programme	For	
Gore Street Energy Storage Fund PLC	GB00BG0P0V73	United Kingdom	11-Apr-22	Special	Yes	Approve Changes to the Investment Policy of the Company	For	
Gore Street Energy Storage Fund PLC	GB00BG0P0V73	United Kingdom	11-Apr-22	Special	Yes	Authorise Issue of Equity without Pre-emptive Rights Pursuant to the Initial Issue and the Share Issuance Programme	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Approve Allocation of Income and Dividends of CHF 1.40 per Share	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Approve Transfer of CHF 17.7 Million from Legal Reserves to Free Reserves and Repayment of CHF 1.40 per Share	For	

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Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Approve Discharge of Board and Senior Management	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Elect Myra Eskes as Director	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reelect Lukas Braunschweiler as Director	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reelect Oliver Fetzter as Director	Against	Independence concerns relevant to committee composition.
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reelect Heinrich Fischer as Director	Against	Independence concerns relevant to committee composition.
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reelect Karen Huebscher as Director	Against	Independence concerns.
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reelect Christa Kreuzburg as Director	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reelect Daniel Marshak as Director	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reelect Lukas Braunschweiler as Board Chair	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reappoint Oliver Fetzter as Member of the Compensation Committee	Against	Independence concerns.
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Reappoint Daniel Marshak as Member of the Compensation Committee	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Appoint Myra Eskes as Member of the Compensation Committee	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Ratify Ernst & Young AG as Auditors	Against	Non-audit fees above voting policy threshold.
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Designate Proxy Voting Services GmbH as Independent Proxy	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Approve Remuneration Report (Non-Binding)	Against	Remuneration report breaches voting guideline limits on maximum variable pay opportunities and pension contributions.



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Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against	When combined with the existing conditional capital, the resolution would allow for a capital increase without preemptive rights for up to 14.2 percent of the issued share capital.
Tecan Group AG	CH0012100191	Switzerland	12-Apr-22	Annual	Yes	Transact Other Business (Voting)	Against	Due to the content of any new voting items or counterproposals not being known prior to the AGM, there is a risk that they may not be in shareholders' interests.
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Approve Remuneration Report	Against	Remuneration report breaches voting guideline limits on salary, maximum variable pay opportunities and one off rewards.
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Approve Final Dividend	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Erik Engstrom as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Robin Freestone as Director	Against	Overcommitted.
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Elect Jo Hallas as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect John Ma as Director	For	

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Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Katarzyna Mazur-Hofsaess as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Rick Medlock as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Elect Deepak Nath as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Anne-Francoise Nesmes as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Marc Owen as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Roberto Quarta as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Angie Risley as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Re-elect Bob White as Director	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Reappoint KPMG LLP as Auditors	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Approve Sharesave Plan	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Approve International Sharesave Plan	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	

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Smith & Nephew Plc	GB0009223206	United Kingdom	13-Apr-22	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Approve Remuneration Report	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Approve Final Dividend	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Re-elect Jasi Halai as Director	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Re-elect Sally Martin as Director	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Re-elect James Mills as Director	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Re-elect John Nicholas as Director	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Re-elect Ben Stocks as Director	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Reappoint RSM UK Audit LLP as Auditors	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	

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Porvair Plc	GB0006963689	United Kingdom	14-Apr-22	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Financial Statements and Statutory Reports	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Compensation Report of Corporate Officers	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Compensation of Daniel Julien, Chairman and CEO	Against	Remuneration breaches voting guideline limits on salary and there are concerns regarding the bonus structure.
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Compensation of Olivier Rigaudy, Vice-CEO	Against	Remuneration breaches voting guideline limits on overall quantum.
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Remuneration Policy of Directors	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Remuneration Policy of Chairman and CEO	Against	Concern over whether bonus criteria are sufficiently relevant and stretching.
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Remuneration Policy of Vice-CEO	Against	Concern over whether bonus criteria are sufficiently relevant and stretching.
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Elect Shelly Gupta as Director	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Elect Carole Toniutti as Director	For	

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Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Reelect Pauline Ginestie as Director	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Reelect Wai Ping Leung as Director	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Reelect Patrick Thomas as Director	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Reelect Bernard Canetti as Director	Against	Independence concerns relevant to committee composition.
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	For	

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Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	
Teleperformance SE	FR0000051807	France	14-Apr-22	Annual/Special	Yes	Authorize Filing of Required Documents/Other Formalities	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Approve Final Dividend	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Re-elect Gavin Griggs as Director	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Re-elect Pauline Lafferty as Director	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Re-elect Polly Williams as Director	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Re-elect James Peters as Director	Abstain	Independence concerns, mitigated by intention to step down in the near future.
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Re-elect Terry Twigger as Director	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Re-elect Andy Sng as Director	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Elect Oskar Zahn as Director	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Elect Jamie Pike as Director	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	Against	Auditor tenure above voting policy threshold.
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Approve Remuneration Report	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Approve Directors' Fees	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
XP Power Ltd.	SG9999003735	Singapore	14-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Open Meeting		
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Receive Report of Management Board (Non-Voting)		
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Receive Report of Supervisory Board (Non-Voting)		
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Approve Remuneration Report for Management Board Members	Against	Concerns regarding the ex post alteration of performance metrics which influenced overall variable pay outcome.
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Approve Remuneration Report for Supervisory Board Members	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Adopt Financial Statements and Statutory Reports	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Receive Explanation on Company's Reserves and Dividend Policy		
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Approve Discharge of Management Board	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Approve Discharge of Supervisory Board	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Ratify KPMG Accountants N.V. as Auditors	Against	Non-audit fees above voting policy threshold.
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Reelect Danielle Jansen Heijtmajer to Supervisory Board	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Reelect Gert van de Weerdhof to Supervisory Board	Against	Concerns regarding remuneration for which Gert is responsible as committee chair.
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Announce Vacancies on the Board Arising in 2023		
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Announce Intention to Reappoint Ton Anbeek to Management Board		

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Announce Intention to Reappoint Ruben Baldew to Management Board		
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	Yes	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Other Business (Non-Voting)		
Accell Group NV	NL0009767532	Netherlands	20-Apr-22	Annual	No	Close Meeting		
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Approve Remuneration Report	Against	Remuneration report breaches voting guideline limits on salary, pension and maximum variable pay opportunities.
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Approve Final Dividend	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Reappoint Ernst & Young LLP as Auditors	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Paul Walker as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect June Felix as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Erik Engstrom as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Wolfhart Hauser as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Charlotte Hogg as Director	For	



Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Marike van Lier Lels as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Nick Luff as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Robert MacLeod as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Andrew Sukawaty as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Re-elect Suzanne Wood as Director	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
RELX Plc	GB00B2B0DG97	United Kingdom	21-Apr-22	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Approve Final Dividend	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect Said Darwazah as Director	Abstain	Non independent however is part of the founding family that own 40% of the company.
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect Siggi Olafsson as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect Mazen Darwazah as Director	Abstain	Non independent however is part of the founding family that own 40% of the company.
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect Patrick Butler as Director	Against	Failure to meet policy gender diversity requirements reflected in vote against chairperson of the nominations committee..
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect Ali Al-Husry as Director	Abstain	Non-independent and Shareholder rep. He does not sit on any committees.
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect John Castellani as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect Nina Henderson as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect Cynthia Flowers as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Re-elect Douglas Hurt as Director	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Approve Remuneration Report	Against	Remuneration report breaches voting guideline limits on maximum variable pay opportunities and executive pension is not aligned with the wider workforce.

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Approve the Conversion of the Merger Reserve to a Distributable Reserve	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Hikma Pharmaceuticals Plc	GB00B0LCW083	United Kingdom	25-Apr-22	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Approve Remuneration Report	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Approve Final Dividend	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Re-elect Peter Clarke as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Re-elect Michael Dawson as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Re-elect Simon Fraser as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Re-elect Natalie Kershaw as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Re-elect Robert Lusardi as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Re-elect Alex Maloney as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Elect Irene McDermott Brown as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Re-elect Sally Williams as Director	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Reappoint KPMG LLP as Auditors	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Authorise Board to Fix Remuneration of the Auditors	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	
Lancashire Holdings Ltd.	BMG5361W1047	Bermuda	27-Apr-22	Annual	Yes	Authorise Market Purchase of Common Shares	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Approve Remuneration Report	Against	Remuneration report breaches voting guideline limits on maximum variable pay opportunities.
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Approve the Company's Dividend Policy	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Reappoint Deloitte LLP as Auditors	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Re-elect Steven Owen as Director	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Re-elect Harry Hyman as Director	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Re-elect Richard Howell as Director	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Re-elect Laure Duhot as Director	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Re-elect Ian Krieger as Director	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Elect Ivonne Cantu as Director	Against	Overcommitted.
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Authorise UK Political Donations and Expenditure	Against	Voting policy recommends vote against resolutions requesting permission to make political donations.
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Approve Scrip Dividend Scheme	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Primary Health Properties Plc	GB00BYRJ5J14	United Kingdom	27-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Approve Final Dividend	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Steve Good as Director	Against	Overcommitted.
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Rutger Helbing as Director	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Rohan Cummings as Director	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Jeremy Burks as Director	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Lesley Jackson as Director	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Elect Rikke Mikkelsen as Director	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Malcolm Swift as Director	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Reappoint KPMG LLP as Auditors	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Approve Remuneration Report	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Devro Plc	GB0002670437	United Kingdom	28-Apr-22	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
GEA Group AG	DE0006602006	Germany	28-Apr-22	Annual	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
GEA Group AG	DE0006602006	Germany	28-Apr-22	Annual	Yes	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	
GEA Group AG	DE0006602006	Germany	28-Apr-22	Annual	Yes	Approve Remuneration Report	Against	Remuneration report breaches voting guideline limits on maximum variable pay opportunities and concerns regarding disclosure.
GEA Group AG	DE0006602006	Germany	28-Apr-22	Annual	Yes	Approve Discharge of Management Board for Fiscal Year 2021	For	
GEA Group AG	DE0006602006	Germany	28-Apr-22	Annual	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	
GEA Group AG	DE0006602006	Germany	28-Apr-22	Annual	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2022	Against	Non-audit fees and auditor tenure above voting policy threshold.
GEA Group AG	DE0006602006	Germany	28-Apr-22	Annual	Yes	Elect Joerg Kampmeyer to the Supervisory Board	For	
GEA Group AG	DE0006602006	Germany	28-Apr-22	Annual	Yes	Elect Jens Riedl to the Supervisory Board	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Approve Remuneration Report	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Approve Dividend Policy	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Reappoint BDO LLP as Auditors	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	Against	Non-audit fees above voting policy threshold.
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Shonaid Jemmett-Page as Director	Against	Overcommitted.
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Martin McAdam as Director	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Lucinda Riches as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Re-elect Caoimhe Giblin as Director	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Elect Nicholas Winser as Director	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Amend the Investment Policy	For	
Greencoat UK Wind PLC	GB00B8SC6K54	United Kingdom	28-Apr-22	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Approve Final Dividend	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Elect Fiona Dawson as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Elect Michael Kerr as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Gerry Behan as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Dr Hugh Brady as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Dr Karin Dorrepaal as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Emer Gilvarry as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Marguerite Larkin as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Tom Moran as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Christopher Rogers as Director	Against	Overcommitted.
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Edmond Scanlon as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Re-elect Jinlong Wang as Director	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	Against	Non-audit fees above voting policy threshold.



Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Approve Increase in the Limit for Non-executive Directors' Fees	Against	Proposed increase in allowance would allow for increase in NED fees well above wider workforce.
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Approve Remuneration Report	Against	Remuneration report breaches voting guideline limits on maximum variable pay opportunities.
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Authorise Market Purchase of A Ordinary Shares	For	
Kerry Group Plc	IE0004906560	Ireland	28-Apr-22	Annual	Yes	Adopt New Memorandum of Association	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Approve Standalone Financial Statements	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Approve Consolidated Financial Statements	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Approve Non-Financial Information Statement	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Approve Discharge of Board	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Approve Allocation of Income and Dividends	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Renew Appointment of PricewaterhouseCoopers as Auditor	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Elect Cristina Henriquez de Luna Basagoiti as Director	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Elect Andres Arizkorreta Garcia as Director	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Reelect Jose Antonio Canales Garcia as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Reelect Laura Gonzalez Molero as Director	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Reelect Jaime Real de Asua Arteché as Director	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Reelect Agatha Echevarria Canales as Director	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Reelect Jose Maria Aldecoa Sagastasoloa as Director	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 14 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 29 Re: Director Remuneration	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 35 Re: Financial Statements	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 5 of General Meeting Regulations Re: Competences of the General Meeting	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 7 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 16 of General Meeting Regulations Re: Revocation of the Representation by Telematic Means of the Representative	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 22 of General Meeting Regulations Re: Voting on Resolutions by Telematic Means	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 23 of General Meeting Regulations Re: Interventions by Telematic Means	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Amend Article 24 of General Meeting Regulations Re: Presence of a Notary to Draft the Minutes of the Meeting	For	
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Advisory Vote on Remuneration Report	Against	Remuneration report breaches voting guideline limits on maximum variable pay opportunities. Exec salary increase above wider workforce increases and Chairmans pay is not aligned with peers.
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Approve Long Term Incentive Plan for Executives	Against	Remuneration report breaches voting guideline limits on maximum variable pay opportunities.
Viscofan SA	ES0184262212	Spain	28-Apr-22	Annual	Yes	Authorize Board to Ratify and Execute Approved Resolutions	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Approve Dividends	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	Against	Non-audit fees above voting policy threshold.
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Leif Johansson as Director	Abstain	Non-independent but intends to stand down at conclusion of 2023 AGM.
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Pascal Soriot as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Elect Aradhana Sarin as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Philip Broadley as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Euan Ashley as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Michel Demare as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Deborah DiSanzo as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Diana Layfield as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Sheri McCoy as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Tony Mok as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Nazneen Rahman as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Elect Andreas Rummelt as Director	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Re-elect Marcus Wallenberg as Director	Abstain	Independence concerns.
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Approve Remuneration Report	Against	Remuneration report breaches voting guideline limits on salary and maximum variable pay opportunities. A significant one-off severance payment was paid to incoming exec.
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Authorise UK Political Donations and Expenditure	Against	Voting policy recommends vote against resolutions requesting permission to make political donations.
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	Voting policy recommends vote against resolutions requesting permissions to hold meetings at short notice.
AstraZeneca Plc	GB0009895292	United Kingdom	29-Apr-22	Annual	Yes	Approve Savings Related Share Option Scheme	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Re-elect Ronan Murphy as Director	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Re-elect Emer Gilvarry as Director	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Re-elect Kevin McNamara as Director	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Re-elect Marco Graziano as Director	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Ratify BDO as Auditors	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Authorise Issue of Equity	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Greencoat Renewables PLC	IE00BF2NR112	Ireland	29-Apr-22	Annual	Yes	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	

\*Non-voting items are shown above as they would show on the ballots we receive. These are typically formal standing items such as opening or closing the meeting, and the receiving of information. These non-voting items are more frequent at European meetings.