

# Castlefield Investment Partners Voting History

## Month to 30 June 2022



Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Financial Statements and Statutory Reports	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Allocation of Income and Dividends of EUR 0.52 per Share	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Ratify Appointment of Arthur Sadoun as Director	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Reelect Flavia Buarque de Almeida as Director	Against	Non-independent NED sitting on nominations committee which is against our voting policy.
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Reelect Abilio Diniz as Director	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Reelect Charles Edelstenne as Director	Against	Overcommitted and non-independent.
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Compensation Report of Corporate Officers	Against	Remuneration report breaches guidelines on salary, combined variable pay and executive pension contributions.
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Compensation of Alexandre Bompard, Chairman and CEO	Against	Remuneration breaches guidelines on salary, combined variable pay and executive pension contributions.
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of Chairman and CEO	Against	Remuneration policy breaches guidelines on salary, combined variable pay and executive pension contributions.
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of Directors	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Approve Company's Climate Transition Plan	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	

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Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
Carrefour SA	FR0000120172	France	03-Jun-22	Annual/Special	Yes	Authorize Filing of Required Documents/Other Formalities	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Approve Final Dividend	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Elect Douglas Hutchens as Director	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Elect Sylvia Metayer as Director	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Re-elect Jan Boone as Director	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Re-elect Chris Brewster as Director	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Re-elect Marc Coucke as Director	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Re-elect Ed Torr as Director	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Re-elect Jennifer Winter as Director	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Approve Remuneration Report	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Reappoint PricewaterhouseCoopers LLP as Auditors	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	

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Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Animalcare Group Plc	GB0032350695	United Kingdom	07-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	No	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	No	Receive Directors' Reports (Non-Voting)		
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	No	Receive Directors' Reports (Non-Voting)		
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	Yes	Approve Financial Statements	For	
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	Yes	Approve Allocation of Income and Dividends of EUR 0.19 per Share	For	
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	Yes	Approve Remuneration Report	Against	Concerns regarding lack of disclosure surrounding individual performance metrics for the annual bonus.
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	Yes	Approve Discharge of Directors	For	
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	Yes	Approve Discharge of Auditors	For	

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Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	Yes	Reelect Hedvig Hrica as Independent Director and Saint-Denis SA, Permanently Represented by Pierre Mottet, as Director	Against	Saint-Denis representative is non-independent and sits on remuneration and nominations committees, which goes against best practice. It is also against best practice to include the election of multiple directors together on one resolution.
Ion Beam Applications SA	BE0003766806	Belgium	08-Jun-22	Ordinary Shareholders	Yes	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Amend Articles 25 and 28 of Bylaws To Comply With Legal Changes	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Amend Article 16 of Bylaws Re: Length of Term of Representative of Employee Shareholders to the Board	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Financial Statements and Statutory Reports	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Treatment of Losses	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Standard Accounting Transfers	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Transaction with Deutscher Sparkassen Verlag GmbH (DSV) Re: Business Combination Agreement	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Reelect Mette Kamsvag as Director	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Reelect Caroline Parot as Director	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Reelect Georges Pauget as Director	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Reelect Luc Remont as Director	For	

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Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Reelect Michael Stollarz as Director	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Reelect Susan M. Tolson as Director	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Renew Appointment of Johannes Dijsselhof as Censor	Against	Shareholders already have three representatives on the board therefore a censor is unnecessary. Additionally, the censor is being paid the same wage as voting members of the board.
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Renew Appointment of Deloitte & Associes as Auditor	Against	Auditor tenure and non-audit fees above voting policy threshold.
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace and Renew	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Ratify Change Location of Registered Office to Puteaux 92800, 1 Place des Degres, Tour Voltaire and Amend Article 4 of Bylaws Accordingly	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Compensation Report of Corporate Officers	Against	Remuneration report breaches guidelines on variable pay.
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Compensation of Gilles Grapinet, CEO (and Chairman of the Board Until Separation of Functions)	Against	Remuneration breaches guidelines on variable pay and concerns regarding significant year on year salary increases for CEO.
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Against	Concerns regarding significant year on year salary increases for Vice-CEO.

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Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of Chairman of the Board	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of CEO	Against	Remuneration policy breaches guidelines on variable pay.
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of Vice-CEO	Against	Remuneration policy breaches guidelines on variable pay.
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of Directors	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to 10 Percent of Issued Capital	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 28 to 30	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	

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Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 650,000	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For	
Worldline SA	FR0011981968	France	09-Jun-22	Annual/Special	Yes	Authorize Filing of Required Documents/Other Formalities	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Approve Remuneration Report (Non-Binding)	Against	Remuneration policy breaches guidelines on variable pay alongside concerns regarding the disclosure of variable pay performance metrics and their difficulty.
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Approve Allocation of Income and Dividends of CHF 4.40 per Share	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Approve Discharge of Board and Senior Management	For	

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Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Approve Increase in Minimum Size of Board to Five Members and Maximum Size to Ten Members	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Robert Spoerry as Director and Board Chair	Against	Non-independent and overcommitted.
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Stacy Seng as Director	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Lynn Bleil as Director	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Gregory Behar as Director	Against	Overcommitted.
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Lukas Braunschweiler as Director	Against	Non-independent NED chairing nomination and remuneration committees.
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Roland Diggelmann as Director	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Ronald van der Vis as Director	Against	Non-independent NED sitting on audit committee.
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Jinlong Wang as Director	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reelect Adrian Widmer as Director	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Elect Julie Tay as Director	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Against	Non-independent NED chairing nomination and remuneration committees.
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Ratify Ernst & Young AG as Auditors	Against	Non-audit fees above voting policy threshold.
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Designate Keller KLG as Independent Proxy	For	



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Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Approve Remuneration of Executive Committee in the Amount of CHF 16 Million	Against	Concerns regarding significant year on year salary increases for NEDs.
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Approve CHF 100,621.90 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Approve Extension of Existing Authorized Capital Pool of CHF 305,798.59 with or without Exclusion of Preemptive Rights	For	
Sonova Holding AG	CH0012549785	Switzerland	15-Jun-22	Annual	Yes	Transact Other Business (Voting)	Against	Since content of any new proposals are unknown at the time, there is a risk they may not be in shareholders interests hence vote against.
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Approve Remuneration Policy	Against	Remuneration policy breaches guidelines on variable pay.
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Approve Remuneration Report	Against	Concerns regarding the payout of bonuses given that the company has taken substantial government support.
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Approve Final Dividend	Against	Concerns regarding the payout of dividends given that the company has taken substantial government support.
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Elect Hemant Patel as Director	For	

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Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect David Atkins as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect Kal Atwal as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect Horst Baier as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect Alison Brittain as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect Fumbi Chima as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect Adam Crozier as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect Frank Fiskers as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect Richard Gillingwater as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Re-elect Chris Kennedy as Director	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Reappoint Deloitte LLP as Auditors	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Authorise UK Political Donations and Expenditure	Against	Voting policy recommends vote against resolutions requesting permission to make political donations.
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	Against	Concerns regarding share buybacks given that the company has taken substantial government support.

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Whitbread Plc	GB00B1KJJ408	United Kingdom	15-Jun-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.
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Approve Final Dividend	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Re-elect Karen Prior as Director	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Elect Marc Wilson as Director	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Reappoint BDO LLP as Auditors	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Adopt New Articles of Association	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Anpario Plc	GB00B3NWT178	United Kingdom	16-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Financial Statements and Statutory Reports	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Allocation of Income and Dividends of EUR 0.55 per Share	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Consolidated Financial Statements and Statutory Reports	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Auditors' Special Report on Related-Party Transactions	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Compensation Report of Corporate Officers	Against	Remuneration report breaches voting guideline limits on variable pay and pension contributions.
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Compensation of Didier Lamouche, Chairman of the Board	For	

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Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Compensation of Geoffrey Godet, CEO	Against	Remuneration breaches voting guideline limits on variable pay and pension contributions.
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of Chairman of the Board	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of CEO	Against	Remuneration policy breaches voting guideline limits on variable pay and pension contributions. Proposed performance conditions for severance payments are not stringent enough.
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Remuneration Policy of Directors	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Reelect Didier Lamouche as Director	Against	Overcommitted.
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Reelect Nathalie Wright as Director	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Reelect Martha Bejar as Director	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Ratify Appointment of Paula Felstead as Director	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Reelect Paula Felstead as Director	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Appoint MAZARS as Auditor	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Appoint CBA as Alternate Auditor	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Amend Article 13 of Bylaws Re: Age Limit of Chairman of the Board	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 3.4 Million	For	

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Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 3.4 Million	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 3.4 Million	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 3.4 Million	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-24	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Capital Increase for Future Exchange Offers	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Capital Issuances for Use in Employee Stock Purchase Plans (International Subsidiaries)	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize up to 460,000 Shares for Use in Restricted Stock Plans	Against	Concerns regarding the difficulty of restricted share performance conditions.

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
Quadient SA	FR0000120560	France	16-Jun-22	Annual/Special	Yes	Authorize Filing of Required Documents/Other Formalities	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Approve Dividend Policy	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Approve Remuneration Policy	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Approve Remuneration Report	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Ratify Deloitte LLP as Auditors	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Re-elect Michael Ayre as Director	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Elect Fionnuala Hogan as Director	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Re-elect Chris Fry as Director	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Re-elect Ken McCullagh as Director	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Re-elect Margaret Littlejohns as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
UK Commercial Property REIT Ltd.	GB00B19Z2J52	Guernsey	16-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Directa Plus Plc	GB00BSM98843	United Kingdom	17-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Directa Plus Plc	GB00BSM98843	United Kingdom	17-Jun-22	Annual	Yes	Elect Giorgio Bonfanti as Director	For	
Directa Plus Plc	GB00BSM98843	United Kingdom	17-Jun-22	Annual	Yes	Re-elect Sir Peter Middleton as Director	For	
Directa Plus Plc	GB00BSM98843	United Kingdom	17-Jun-22	Annual	Yes	Re-elect Giulio Cesareo as Director	For	
Directa Plus Plc	GB00BSM98843	United Kingdom	17-Jun-22	Annual	Yes	Reappoint BDO LLP as Auditors	For	
Directa Plus Plc	GB00BSM98843	United Kingdom	17-Jun-22	Annual	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	
Directa Plus Plc	GB00BSM98843	United Kingdom	17-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Approve Final Dividend	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Nemone Wynn-Evans as Director	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Emma Tinker as Director	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Rupert Sanderson as Director	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Reappoint Mazars LLP as Auditors	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-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
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Good Energy Group Plc	GB0033600353	United Kingdom	22-Jun-22	Annual	Yes	Amend Articles of Association Re: Permit Hybrid Meetings	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Approve Final Dividend	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Simon Boddie as Director	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Andrew Brode as Director	Against	Overcommitted.
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Aimie Chapple as Director	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Elect Kath Kearney-Croft as Director	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Piers Lea as Director	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Leslie-Ann Reed as Director	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Re-elect Jonathan Satchell as Director	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Approve Remuneration Report	For	



Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Reappoint BDO LLP as Auditors	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Authorise the Audit Committee to Fix Remuneration of Auditors	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Learning Technologies Group Plc	GB00B4T7HX10	United Kingdom	22-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Tribal Group Plc	GB0030181522	United Kingdom	22-Jun-22	Special	Yes	Approve Final Dividend	For	
Tribal Group Plc	GB0030181522	United Kingdom	22-Jun-22	Special	Yes	Approve Cancellation of the Share Premium Account	For	
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Ratify BDO Limited as Auditors	For	
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Elect Shonaid Jemmett-Page as Director	For	
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Elect Sian Hill as Director	For	
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Elect Marten Pieters as Director	For	
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Elect Simon Pitcher as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Cordiant Digital Infrastructure Limited	GG00BMC7TM77	Guernsey	23-Jun-22	Annual	Yes	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Approve Remuneration Report	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Amend Performance Share Plan	Against	Remuneration breaches voting guideline limits on maximum variable pay opportunities.
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Approve Final Dividend	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Reappoint Grant Thornton UK LLP as Auditors	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Re-elect Roy Davis as Director	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Re-elect Joanne Easton as Director	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Re-elect Junaid Bajwa as Director	Abstain	The director is a practicing physician with vast amounts of experience in the medical sciences however he is overcommitted.
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Re-elect Stuart Quin as Director	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Re-elect Richard Jones as Director	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Elect Barbara Moorhouse as Director	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-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
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Another Capital Investment	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Medica Group Plc	GB00BYV24996	United Kingdom	27-Jun-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.
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Approve Remuneration Report	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Approve Company's Dividend Policy	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Re-elect John Leggate as Director	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Duncan Neale as Director	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Cathy Pitt as Director	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Re-elect David Stevenson as Director	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Reappoint BDO LLP as Auditors	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Gresham House Energy Storage Fund Plc	GB00BFX3K770	United Kingdom	30-Jun-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.
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Approve Remuneration Report	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Mark Abrahams as Director	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Neil Campbell as Director	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Jon Ballard as Director	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Brook Nolson as Director	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Bob Beveridge as Director	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Liz Shanahan as Director	For	

Company Name	Primary ISIN	Country	Meeting Date	Meeting Type	Votable Proposal	Proposal Text	Vote Instruction	Voter Rationale
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Approve Final Dividend	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Authorise Issue of Equity without Pre-emptive Rights	For	
Inspiration Healthcare Group Plc	GB00BXDZL105	United Kingdom	30-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Accept Financial Statements and Statutory Reports	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Approve Final Dividend	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Re-elect Paul Connor as Director	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Elect Dianne Walker as Director	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Elect Sangita Vadilal Manilal Shah as Director	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Reappoint RSM UK Audit LLP as Auditors	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Authorise Board to Fix Remuneration of Auditors	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Authorise Issue of Equity	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Approve Scrip Dividend Program	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Approve Remuneration Report	For	
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-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
Inspired Plc	GB00B5TZC716	United Kingdom	30-Jun-22	Annual	Yes	Authorise Market Purchase of Ordinary Shares	For	
Scout24 SE	DE000A12DM80	Germany	30-Jun-22	Annual	No	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		
Scout24 SE	DE000A12DM80	Germany	30-Jun-22	Annual	Yes	Approve Allocation of Income and Dividends of EUR 0.84 per Share	For	
Scout24 SE	DE000A12DM80	Germany	30-Jun-22	Annual	Yes	Approve Discharge of Management Board for Fiscal Year 2021	For	
Scout24 SE	DE000A12DM80	Germany	30-Jun-22	Annual	Yes	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	
Scout24 SE	DE000A12DM80	Germany	30-Jun-22	Annual	Yes	Ratify KPMG AG as Auditors for Fiscal Year 2022	Against	Non-audit fees above voting policy threshold.
Scout24 SE	DE000A12DM80	Germany	30-Jun-22	Annual	Yes	Approve Remuneration Report	Against	Remuneration report breaches guidelines on variable pay.
Scout24 SE	DE000A12DM80	Germany	30-Jun-22	Annual	Yes	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
Scout24 SE	DE000A12DM80	Germany	30-Jun-22	Annual	Yes	Approve Remuneration of Supervisory Board	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.