Voting August 2021



Reporting Period: 01/08/2021 to 31/08/2021

Voting Statistics

	Total	Percent
Votable Meetings	25	
Meetings Voted	25	100.00%
Votable Ballots	69	
Ballots Voted	67	97.10%

			Managemen	nt Proposals	Shareholde	er Proposals
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	156		153		3	
Proposals Voted	156	100.00%	153	100.00%	3	100.00%
FOR Votes	124	79.49%	121	79.08%	3	100.00%
AGAINST Votes	22	14.10%	22	14.38%	0	0.00%
ABSTAIN Votes	10	6.41%	10	6.54%	0	0.00%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	132	84.62%	129	84.31%	3	100.00%
Votes AGAINST Management	22	14.10%	23	14.38%	0	0.00%

Note: Where management does not make a vote recommendation, these votes are not included in either votes WITH or AGAINST Management. In cases where different votes are submitted across different accounts for a given meeting, votes cast are distinctly counted hence total votes submitted may be higher than unique proposals voted.

Spectrum Brands Holdings, Inc.

Meeting Date: 03/08/2021 Country: USA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director David M. Maura	For	For
1.2	Elect Director Terry L. Polistina	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Declassify the Board of Directors	For	For

Reporting Period: 01/08/2021 to 31/08/2021

NextEnergy Solar Fund Ltd.

Meeting Date: 09/08/2021 Country: Guernsey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Dividend Policy	For	For
4	Re-elect Kevin Lyon as Director	For	For
5	Re-elect Patrick Firth as Director	For	For
6	Re-elect Vic Holmes as Director	For	For
7	Re-elect Jo Peacegood as Director	For	For
8	Ratify KPMG Channel Islands Limited as Auditors	For	For
9	Authorise Board to Fix Remuneration of Auditors	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	For	For
11	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For
12	Authorise Market Purchase of Ordinary Shares	For	For

Mountview Estates Plc

Meeting Date: 11/08/2021 Country: United Kingdom

Proposal			Vote
Number	Proposal Text	Mgmt Rec	Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Marie Bray as Director	For	For
4	Re-elect Duncan Sinclair as Director	For	For
5	Re-elect Mhairi Archibald as Director	For	For

Reporting Period: 01/08/2021 to 31/08/2021

Mountview Estates Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Tony Powell as Director	For	Against
	Blended Rationale: A vote against is warranted due to concer Chair who is a current member of the Audit Committee.In add responsible for the Company's corporate governance practice. There is insufficient independent representation on the Board	dition, he is the Board Chair who is consider s, and the following deviation from best prac	ed to be ultimately
7	Re-elect Dr Andrew Williams as Director	For	Against
	Blended Rationale: A vote against is warranted as the nomine independent.A vote against is warranted as the nominee is a fully independent.		
8	Approve Remuneration Report	For	For
8 9	Approve Remuneration Report Reappoint BSG Valentine (UK) LLP as Auditors	For For	For For
9	Reappoint BSG Valentine (UK) LLP as Auditors	For	For

Hoa Phat Group JSC

Meeting Date: 12/08/2021 Country: Vietnam

There is insufficient independent representation on the Board.

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Waiver of Public Tender Offer to Tran Vu Minh	For	Against

Blended Rationale: The company has not provided information on this proposal:- The company has failed to disclose the terms of the proposed acquisition as well as the rationale for the proposed waiver of the mandatory general offer. The lack of sufficient information restricts shareholders from assessing the merits of the proposal.

Kornit Digital Ltd.

Meeting Date: 12/08/2021 Country: Israel

Reporting Period: 01/08/2021 to 31/08/2021

Kornit Digital Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Reelect Yuval Cohen as Director	For	For
1b	Reelect Stephen Nigro as Director	For	For
1c	Reelect Ronen Samuel as Director	For	For
2	Amend Articles Re: Forums for Adjudication of Disputes	For	For
3	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	For	For

Lookers Plc

Meeting Date: 12/08/2021

Country: United Kingdom **Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Reappoint BDO LLP as Auditors	For	For
3	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
4	Approve Remuneration Report	For	For
5	Approve Matters Relating to the Dividend Rectification	For	Abstain

Blended Rationale: An abstention is warranted as this resolution can only be approved by the shareholders who are not related parties under the Listing Rules

Esken Ltd.

Meeting Date: 17/08/2021

Country: Guernsey **Meeting Type:** Annual

Reporting Period: 01/08/2021 to 31/08/2021

Esken Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect David Shearer as Director	For	Abstain
	Blended Rationale: An abstention is warranted as there is a lack of dive	rsity on the board.	
_		_	_
3	Re-elect Nick Dilworth as Director	For	For
4	Re-elect Lewis Girdwood as Director	For	For
5	Re-elect Ginny Pulbrook as Director	For	For
6	Re-elect John Coombs as Director	For	For
7	Re-elect David Blackwood as Director	For	For
8	Re-elect Clive Condie as a Director	For	For
9	Reappoint KPMG LLP as Auditors	For	For
10	Authorise Board to Fix Remuneration of Auditors	For	For
11	Approve Remuneration Report	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
15	Authorise Market Purchase of Ordinary Shares	For	For

Esken Ltd.

Meeting Date: 17/08/2021

Country: Guernsey **Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Capital Raise and Subscription Letters	For	For
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Capital Raise and Subscription Letters	For	For

Reporting Period: 01/08/2021 to 31/08/2021

Esken Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Authorise Issue of Equity for Cash in Connection with the Capital Raise	For	For
4	Authorise Issue of Shares to Toscafund Asset Management Pursuant to the Firm Placing and Placing	For	For
5	Approve Entry into the Recommended Investment by CGIOF River Sarl into London Southend Airport Company Limited	For	For

Marston's Issuer Plc

Meeting Date: 17/08/2021

Country: United Kingdom **Meeting Type:** Bondholder

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Extraordinary Resolution as per Meeting Notice	For	For

Marston's Issuer Plc

Meeting Date: 17/08/2021

Country: United Kingdom **Meeting Type:** Bondholder

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Extraordinary Resolution as per Meeting Notice	For	For

Volpara Health Technologies Limited

Meeting Date: 18/08/2021

Country: New Zealand **Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Paul Reid as Director	For	For

Reporting Period: 01/08/2021 to 31/08/2021

Volpara Health Technologies Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Grant of Options to Roger Allen	For	For
4	Approve Employee Share Option Plan	None	For
5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For
6	Authorize Board to Fix Remuneration of the Auditors	For	For

Severstal PAO

Meeting Date: 20/08/2021

Country: Russia **Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Interim Dividends of RUB 84.45 per Share for First Six Months of Fiscal 2021	For	For

Zegona Communications Plc

Meeting Date: 20/08/2021

Country: United Kingdom **Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reduction of the Share Premium Account	For	For

Sportech Plc

Meeting Date: 23/08/2021

Country: United Kingdom **Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reduction of Capital and Cancellation of Capital Redemption Reserve	For	For

Reporting Period: 01/08/2021 to 31/08/2021

Sportech Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Authorise Market Purchase of Ordinary Shares in Connection with the Tender Offer	For	For

Vitasoy International Holdings Limited

Meeting Date: 23/08/2021

Country: Hong Kong **Meeting Type:** Annual

Proposal Number		Mgmt Rec	Vote Instruction		
1	Accept Financial Statements and Statutory Reports	For	For		
2	Approve Final Dividend	For	For		
3A1	Elect David Kwok-po Li as Director	For	Against		
	Blended Rationale: A vote against is warranted as the nomine is not fully independent.	ee is a non-independent NED and serves or	n the Audit Committee, which		
3A2	Elect Jan P. S. Erlund as Director	For	For		
3A3	Elect Anthony John Liddell Nightingale as Director	For	Against		
	Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee:- Anthony John Liddell Nightingale sits on the boards of 9 public companies as a regular director.				
3B	Authorize Board to Fix Remuneration of Directors	For	For		
4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	For	For		
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against		
	Blended Rationale: A vote AGAINST the general share issuan specified the discount limit.	ce mandate under Item 5A is warranted giv	ven that the company has not		
5B	Authorize Repurchase of Issued Share Capital	For	For		
5C	Authorize Reissuance of Repurchased Shares	For	Against		

Blended Rationale: A vote AGAINST the share reissuance request under Item 5C is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares and the discount limited has not been specified.

Plenti Group Ltd.

Meeting Date: 24/08/2021

Country: Australia **Meeting Type:** Annual

Reporting Period: 01/08/2021 to 31/08/2021

Plenti Group Ltd.

posal mber	Proposal Text	Mgmt Rec	Vote Instruct
1	Approve Remuneration Report	For	Against
	Blended Rationale: A vote against is warranted because the executives in FY21 will vest in less than three years. Moreo immediately upon the successful listing on the ASX and IPC Dalgleish, and Peter Behrens were granted an aggregate of listing and IPO of the company.	ver, the options granted prior to the IPO of the Option of the company. Please also note that NEDs	e company vested Mary Ploughman, Martin
2	Elect Susan Forrester as Director	For	For
3	Approve Issuance of STI Share Rights to Daniel Foggo	For	For
4	Approve Issuance of LTI Share Rights to Daniel Foggo	For	Against
	1 0gg0		
	Blended Rationale: A vote against is warranted because the securities granted by the company in FY21 is not in line with at least three years. Please also note of the insufficiently deals of the insufficiently deals of the deals of the company's achievement of frank would not satisfy accepted standards of corporate governmend that executive incentive plans should contain planterially improved company performance in terms of growalue'. Also, performance hurdles tied to service conditions Australian investor standards recommend equity incentives the delivery of shareholder value.	th local market standards, which recommend manding performance hurdle: The incentive sinancial targets. These targets are not deeme ernance in Australia. For example, the FSC Experformance hurdles that provide incentives to with in the value of the company and resulting do not satisfy accepted standards of corpora	substantial vesting only after grants of the are subject to d acceptable and demanding ecutive Equity Plan Guidelines a executives to bring about a increases in shareholder te governance in Australia.
	Blended Rationale: A vote against is warranted because the securities granted by the company in FY21 is not in line with at least three years. Please also note of the insufficiently deals blood that targets based on the company's achievement of finand would not satisfy accepted standards of corporate gowerecommend that executive incentive plans should contain planterially improved company performance in terms of growalue'. Also, performance hurdles tied to service conditions Australian investor standards recommend equity incentives	th local market standards, which recommend manding performance hurdle: The incentive sinancial targets. These targets are not deeme ernance in Australia. For example, the FSC Experformance hurdles that provide incentives to with in the value of the company and resulting do not satisfy accepted standards of corpora	substantial vesting only after grants of the are subject to d acceptable and demanding ecutive Equity Plan Guidelines to executives to bring about a increases in shareholder te governance in Australia.
5	Blended Rationale: A vote against is warranted because the securities granted by the company in FY21 is not in line with at least three years. Please also note of the insufficiently deals both the targets based on the company's achievement of finand would not satisfy accepted standards of corporate gowerecommend that executive incentive plans should contain planterially improved company performance in terms of growalue'. Also, performance hurdles tied to service conditions Australian investor standards recommend equity incentives the delivery of shareholder value. Approve the Issuance of Up to 10 Percent of the	th local market standards, which recommend manding performance hurdle: The incentive sinancial targets. These targets are not deeme ernance in Australia. For example, the FSC Experformance hurdles that provide incentives to with in the value of the company and resulting do not satisfy accepted standards of corporashould only vest for a material improvement. For Inted because the company did not provide specifications.	substantial vesting only after grants of the are subject to d acceptable and demanding ecutive Equity Plan Guidelines of executives to bring about a increases in shareholder the governance in Australia. In company performance and Against electric reasons for seeking the

Prosus NV

Meeting Date: 24/08/2021 **Country:** Netherlands

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	Against
	Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Scope for increased disclosure of performance targets under the variable pay framework is warranted.		
3	Adopt Financial Statements	For	For

Reporting Period: 01/08/2021 to 31/08/2021

Prosus NV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Dividend Distribution in Relation to the Financial Year Ending March 31, 2021	For	For
5	Approve Dividend Distribution in Relation to the Financial Year Ending March 31, 2022 and Onwards	For	For
6	Approve Discharge of Executive Directors	For	For
7	Approve Discharge of Non-Executive Directors	For	For
8	Approve Remuneration Policy for Executive and Non-Executive Directors	For	For
9	Elect Angelien Kemna as Non-Executive Director	For	For
10.1	Reelect Hendrik du Toit as Non-Executive Director	For	For
10.2	Reelect Craig Enenstein as Non-Executive Director	For	Against
	Blended Rationale: A vote against is warranted as there are ongoing issu	es with remuneration.	
10.3	Reelect Nolo Letele as Non-Executive Director	For	For
10.4	Reelect Roberto Oliveira de Lima as Non-Executive Director	For	For
11	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For
12	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	For	For
13	Authorize Repurchase of Shares	For	For
14	Approve Reduction in Share Capital through Cancellation of Shares	For	For

HCL Technologies Limited

Meeting Date: 27/08/2021 Country: India

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For

Reporting Period: 01/08/2021 to 31/08/2021

HCL Technologies Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Reelect Shikhar Malhotra as Director	For	Against
	Blended Rationale: A vote against is warranted as the nomin Committee, which is not majority independent. A vote against Committee, which is not majority independent.		
3	Reelect Deepak Kapoor as Director	For	For
4	Elect Vanitha Narayanan as Director	For	For
5	Elect C. Vijayakumar as Director	For	For
6	Approve Appointment and Remuneration of C. Vijayakumar as Managing Director with Designation of CEO & Managing Director	For	Against
	Blended Rationale: A vote against is warranted due to a laci metrics and parameters that will guide variable pay outcome his remuneration is attributed to these pay components To options/RSUs that could be granted to him Disclosures on that his total pay quantum is considered highly excessive an	es under this framework. This is concerning There is no information on the size, scope a his previous remuneration payouts could be	n given a sizeable quantum of nd nature of stock e made more robust.Also note
7	Approve Payment of Advisory Fee and Extension of Facilities and Benefits to Shiv Nadar as the Chairman Emeritus and Strategic Advisor to the Board	For	For

Novolipetsk Steel

Meeting Date: 27/08/2021 Country: Russia

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Interim Dividends of RUB 13.62 per Share for First Six Months of Fiscal 2021	For	For
2.1	Approve Company's Membership in Russian Association of Wind Power Industry	For	For
2.2	Approve Company's Membership in AETI	For	For
2.3	Approve Company's Membership in European Foundation for Management Development	For	For
3.1	Approve New Edition of Charter	For	For
3.2	Approve New Edition of Regulations on Board of Directors	For	For
3.3	Approve New Edition of Regulations on Remuneration of Directors	For	For

Reporting Period: 01/08/2021 to 31/08/2021

Petroleo Brasileiro SA

Meeting Date: 27/08/2021 Country: Brazil

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Directors	For	Against
	Blended Rationale: A vote AGAINST the proposed manageme on the election of independent nominees presented under the shareholder representation at the board level.		
2	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	None	Against
	Blended Rationale: A vote AGAINST is warranted. Due to the prevented from making an informed voting decision.	lack of timely disclosure, international	institutional investors are
3	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	None	For
4.1	Percentage of Votes to Be Assigned - Elect Eduardo Bacellar Leal Ferreira as Director	None	Abstain
4.2	Percentage of Votes to Be Assigned - Elect Joaquim Silva e Luna as Director	None	Abstain
4.3	Percentage of Votes to Be Assigned - Elect Ruy Flaks Schneider as Independent Director	None	Abstain
4.4	Percentage of Votes to Be Assigned - Elect Sonia Julia Sulzbeck Villalobos as Independent Director	None	Abstain
4.5	Percentage of Votes to Be Assigned - Elect Marcio Andrade Weber as Independent Director	None	Abstain
4.6	Percentage of Votes to Be Assigned - Elect Murilo Marroquim de Souza as Independent Director	None	Abstain
4.7	Percentage of Votes to Be Assigned - Elect Cynthia Santana Silveira as Independent Director	None	Abstain
4.8	Percentage of Votes to Be Assigned - Elect Carlos Eduardo Lessa Brandao as Independent Director	None	Abstain
4.9	Percentage of Votes to Be Assigned - Elect Jose Joao Abdalla Filho as Independent Director Appointed by Minority Shareholder	None	For
4.10	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director Appointed by Minority Shareholder	None	For

Reporting Period: 01/08/2021 to 31/08/2021

Petroleo Brasileiro SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.11	Percentage of Votes to Be Assigned - Elect Pedro Rodrigues Galvao de Medeiros as Independent Director Appointed by Minority Shareholder	None	For
5	Elect Eduardo Bacellar Leal Ferreira as Board Chairman	For	For
6	Elect Jeferson Luis Bittencourt as Fiscal Council Member and Gildenora Dantas Milhomem as Alternate	For	For
7	Amend Remuneration of Audit Committee Members Approved at the April 14, 2021 AGM	For	For
8	Amend Remuneration of Other Advisory Committees of the Board of Directors Approved at the April 14, 2021 AGM	For	For
9	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

Prudential Plc

Meeting Date: 27/08/2021

Country: United Kingdom **Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of the Jackson Group from the Prudential Group	For	For

Kernel Holding SA

Meeting Date: 30/08/2021

Country: Luxembourg

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Management Incentive Plan	For	Against

Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - Performance conditions have not been disclosed- Vesting period for options has not been disclosed. A vote against is warranted because payments in the event of change of control are excessive. Please also note that executives serve on the remuneration committee and total potential dilution exceeds 5 percent.

Reporting Period: 01/08/2021 to 31/08/2021

Kernel Holding SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Share Repurchase	For	Against
	Blended Rationale: A vote AGAINST is warranted because the propos repurchase volume of up to 23 percent of the currently issued share	,	ed
3	Approve Remuneration Policy	For	Against
	Blended Rationale: A vote against is warranted due to a lack of discle clear disclosure on the individual award levels and limits under both to applicable performance metrics under the LTI.		
4	Elect Pieternel Boogaard as Non-Executive Independent Director and Approve Her Remuneration	For	For
5	Amend Article 1 of the Articles of Association	For	For
6	Amend Article 5 of the Articles of Association	For	For
7	Amend Article 10 of the Articles of Association	For	For
8	Amend Article 11 of the Articles of Association	For	For
9.a	Approve PwC as Auditor	For	For
9.b	Approve Deloitte as Auditor	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Just Group Plc

Meeting Date: 31/08/2021

Country: United Kingdom **Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	For	For
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	For	For

PT Media Nusantara Citra Tbk

Meeting Date: 31/08/2021

Country: Indonesia **Meeting Type:** Annual

Reporting Period: 01/08/2021 to 31/08/2021

PT Media Nusantara Citra Tbk

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Directors' Report	For	For
2	Approve Financial Statements and Discharge of Directors and Commissioners	For	For
3	Approve Allocation of Income	For	For
4	Approve Changes in the Boards of the Company	For	Against
,	Blended Rationale: The company has not provided information on this pr	oposal.	
5	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For

PT Media Nusantara Citra Tbk

Meeting Date: 31/08/2021 Country: Indonesia

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reduction in the Company's Capital	For	Against

Blended Rationale: The company has not provided information on this proposal.

Source: Artemis, Institutional Shareholder Services (ISS)

Artemis Investment Management LLP Cassini House, 57 St James's Street London SW1A 1LD

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