

# Voting September 2023

REPORTING PERIOD: 01/09/2023 to 30/09/2023

## Voting Statistics

	Total	Percent
Votable Meetings	44	
Meetings Voted	44	100.00%
Meetings with One or More Votes Against Management	10	22.73%
Votable Ballots	147	
Ballots Voted	146	99.32%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	514		4		518	
Proposals Voted	514	100.00%	4	100.00%	518	100.00%
FOR Votes	494	96.11%	3	75.00%	497	95.95%
AGAINST Votes	18	3.50%	1	25.00%	19	3.67%
ABSTAIN Votes	0	0.00%	0	0.00%	0	0.00%
WITHHOLD Votes	1	0.19%	0	0.00%	1	0.19%
Votes WITH Management	495	96.30%	3	75.00%	498	96.14%
Votes AGAINST Management	19	3.70%	1	25.00%	20	3.86%

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.

## DS Smith Plc

Meeting Date: 05/09/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Policy	For	For
4	Approve Remuneration Report	For	For
5	Re-elect Geoff Drabble as Director	For	For
6	Re-elect Miles Roberts as Director	For	For
7	Elect Richard Pike as Director	For	For
8	Re-elect Celia Baxter as Director	For	For
9	Re-elect Alan Johnson as Director	For	For
10	Re-elect Alina Kessel as Director	For	For
11	Elect Eric Olsen as Director	For	For
12	Re-elect David Robbie as Director	For	For

## DS Smith Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Re-elect Louise Smalley as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise The Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Lookers Plc

**Meeting Date:** 05/09/2023

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Offer for Lookers plc by Global Auto Holdings Limited	For	For

## Lookers Plc

**Meeting Date:** 05/09/2023

**Country:** United Kingdom

**Meeting Type:** Court

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	For	For

## Alpha Financial Markets Consulting Plc

**Meeting Date:** 06/09/2023

**Country:** United Kingdom

**Meeting Type:** Annual

## Alpha Financial Markets Consulting Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Luc Baque as Director	For	For
4	Re-elect Maeve Byrne as Director	For	For
5	Re-elect Ken Fry as Director	For	For
6	Re-elect Penny Judd as Director	For	For
7	Re-elect Jill May as Director	For	For
8	Re-elect John Paton as Director	For	For
9	Reappoint KPMG LLP as Auditors	For	For
10	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
11	Authorise Issue of Equity	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For

## Ashtead Group Plc

**Meeting Date:** 06/09/2023

**Country:** United Kingdom

**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 Final Dividend	For	For
4	Re-elect Paul Walker as Director	For	For
5	Re-elect Brendan Horgan as Director	For	For
6	Re-elect Michael Pratt as Director	For	For
7	Re-elect Angus Cockburn as Director	For	For
8	Re-elect Lucinda Riches as Director	For	For

## Ashtead Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Tanya Fratto as Director	For	For
10	Re-elect Lindsley Ruth as Director	For	For
11	Re-elect Jill Easterbrook as Director	For	For
12	Re-elect Renata Ribeiro as Director	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Compagnie Financiere Richemont SA

**Meeting Date:** 06/09/2023

**Country:** Switzerland

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	For	For
3	Approve Discharge of Board and Senior Management	For	For
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	For	For
5.1	Reelect Johann Rupert as Director and Board Chair	For	For
5.2	Reelect Josua Malherbe as Director	For	Against

*Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.*

# Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5.3	Reelect Nikesh Arora as Director	For	For
5.4	Reelect Clay Brendish as Director	For	For
5.5	Reelect Jean-Blaise Eckert as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
5.6	Reelect Burkhardt Grund as Director	For	For
5.7	Reelect Keyu Jin as Director	For	For
5.8	Reelect Jerome Lambert as Director	For	For
5.9	Reelect Wendy Luhabe as Director	For	For
5.10	Reelect Jeff Moss as Director	For	For
5.11	Reelect Vesna Nevistic as Director	For	For
5.12	Reelect Guillaume Pictet as Director	For	For
5.13	Reelect Maria Ramos as Director	For	For
5.14	Reelect Anton Rupert as Director	For	For
5.15	Reelect Patrick Thomas as Director	For	For
5.16	Reelect Jasmine Whitbread as Director	For	For
5.17	Elect Fiona Druckenmiller as Director	For	For
5.18	Elect Bram Schot as Director	For	For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	For	For
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	For	For
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	For	For
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	For	For
6.5	Appoint Fiona Druckenmiller as Member of the Compensation Committee	For	For
6.6	Appoint Jasmine Whitbread as Member of the Compensation Committee	For	For
7	Ratify PricewaterhouseCoopers SA as Auditors	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.3 Million	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	For	Against

*Blended Rationale: A vote AGAINST is warranted as it is unclear how CFO compensation is performance-linked. It seems they have disclosed little on these variable payments vs performance linked payouts.*

# Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - There are insufficient ex-post disclosures to explain the evolution of variable payouts versus company performance. As such, performance achievements underlying the requested amount are unclear. A vote against is warranted because payments in the event of change of control are excessive: - Change-in-Control arrangements: None, except for accelerated vesting of PSU awards. Also note that the board of directors retains significant discretion within the overall compensation framework and the report does not directly address significant shareholder dissent on last year's vote.</i>			
10.1	Amend Articles Re: Registration Threshold for Nominees	For	For
10.2	Amend Articles Re: Restriction on Empty Voting	For	For
10.3	Amend Articles Re: General Meeting	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The ownership threshold for shareholders to submit agenda items will increase from currently 0.17 percent of the share capital to 0.5 percent of the share capital. - The deadline for shareholders to submit requests to the board of directors would be set at 60 days prior to the AGM, which is high in the context of Swiss market practice. - The company has bundled a set of amendments that could have been submitted for shareholder approval under separate resolutions, presenting shareholders with an all-or-nothing choice.</i>			
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	For	For
10.5	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	For	For
10.6	Amend Articles Re: Editorial Changes	For	For
11	Transact Other Business (Voting)	For	Against
<i>Blended Rationale: A vote against is warranted because details of other business are not disclosed.</i>			

## Halfords Group Plc

**Meeting Date:** 06/09/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For

## Halfords Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Remuneration Policy	For	For
5	Elect Tanvi Gokhale as Director	For	For
6	Re-elect Keith Williams as Director	For	For
7	Re-elect Jill Caseberry as Director	For	For
8	Re-elect Tom Singer as Director	For	For
9	Re-elect Graham Stapleton as Director	For	For
10	Re-elect Jo Hartley as Director	For	For
11	Reappoint BDO LLP as Auditors	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
13	Authorise UK Political Donations and Expenditure	For	For
14	Authorise Issue of Equity	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
18	Approve Company Share Option Scheme	For	For
19	Approve Save As You Earn Scheme and International Save As You Earn Scheme	For	For

## Mears Group Plc

**Meeting Date:** 06/09/2023

**Country:** United Kingdom

**Meeting Type:** Special

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

## Severfield Plc

**Meeting Date:** 06/09/2023

**Country:** United Kingdom

**Meeting Type:** Annual



## Severfield Plc

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 Remuneration Policy	For	For
4	Amend Performance Share Plan	For	For
5	Approve Final Dividend	For	For
6	Re-elect Alan Dunsmore as Director	For	For
7	Re-elect Derek Randall as Director	For	For
8	Re-elect Adam Semple as Director	For	For
9	Re-elect Kevin Whiteman as Director	For	For
10	Re-elect Louise Hardy as Director	For	For
11	Re-elect Rosie Toogood as Director	For	For
12	Re-elect Alun Griffiths as Director	For	For
13	Elect Mark Pegler as Director	For	For
14	Reappoint KPMG LLP as Auditors	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Currys Plc

**Meeting Date:** 07/09/2023

**Country:** United Kingdom

**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

# Currys Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Elect Magdalena Gerger as Director	For	For
4	Elect Adam Walker as Director	For	For
5	Re-elect Alex Baldock as Director	For	For
6	Re-elect Eileen Burbidge as Director	For	For
7	Re-elect Tony DeNunzio as Director	For	For
8	Re-elect Ian Dyson as Director	For	For
9	Re-elect Bruce Marsh as Director	For	For
10	Re-elect Fiona McBain as Director	For	For
11	Re-elect Gerry Murphy as Director	For	For
12	Reappoint KPMG LLP as Auditors	For	For
13	Authorise Board to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Approve Savings-Related Share Option Scheme	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# ECO Animal Health Group Plc

**Meeting Date:** 07/09/2023

**Country:** United Kingdom

**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	Re-elect Christopher Wilks as Director	For	For
4	Appoint Haysmacintyre LLP as Auditors and Authorise Their Remuneration	For	For
5	Authorise Issue of Equity	For	For
6	Authorise Issue of Equity without Pre-emptive Rights	For	For

## ECO Animal Health Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For

## Jet2 Plc

Meeting Date: 07/09/2023

Country: United Kingdom

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Re-elect Philip Meeson as Director	For	For
4	Re-elect Robin Terrell as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as the company has made progress in their corporate governance in the last year and no concerns have been identified.</i>			
5	Elect Simon Breakwell as Director	For	For
6	Elect Angela Luger as Director	For	For
7	Reappoint KPMG LLP as Auditors	For	For
8	Authorise Board to Fix Remuneration of Auditors	For	For
9	Approve Increase in the Maximum Aggregate Fees Payable to Directors	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For

## LXI REIT PLC

Meeting Date: 07/09/2023

Country: United Kingdom

Meeting Type: Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Dividend Policy	For	For
4	Re-elect Cyrus Ardalan as Director	For	For
5	Re-elect Hugh Seaborn as Director	For	For
6	Re-elect Ismat Levin as Director	For	For
7	Re-elect John Cartwright as Director	For	For
8	Re-elect Sandy Gumm as Director	For	For
9	Re-elect Nick Leslau as Director	For	For
10	Reappoint BDO LLP as Auditors	For	For
11	Authorise Board to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	For	For
14	Authorise Market Purchase of Ordinary Shares	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
16	Approve Cancellation of the Share Premium Account	For	For
17	Approve Matters Relating to the Appropriation of Distributable Profits of the Company	None	For

**NMDC Limited****Meeting Date:** 07/09/2023**Country:** India**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Accept Financial Statements and Statutory Reports	For	For
2	Confirm Interim Dividend and Declare Final Dividend	For	For

## NMDC Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Reelect Sukriti Likhi as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent.</i>			
4	Authorize Board to Fix Remuneration of Auditors	For	For
5	Elect Abhijit Narendra as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board is not 50% independent.</i>			
6	Elect Vishwanath Suresh as Director (Commercial)	For	For
7	Elect Vinay Kumar as Director (Technical)	For	For
8	Approve Remuneration of Cost Auditors	For	For

## Speedy Hire Plc

**Meeting Date:** 07/09/2023

**Country:** United Kingdom

**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 Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Elect Dan Evans as Director	For	For
6	Elect Paul Rayner as Director	For	For
7	Re-elect David Shearer as Director	For	For
8	Re-elect David Garman as Director	For	For
9	Re-elect Rob Barclay as Director	For	For
10	Re-elect Rhian Bartlett as Director	For	For
11	Re-elect Shatish Dasani as Director	For	For
12	Re-elect Carol Kavanagh as Director	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise Board to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For

## Speedy Hire Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
20	Authorise UK Political Donations and Expenditure	For	For

## Kenmare Resources Plc

**Meeting Date:** 08/09/2023

**Country:** Ireland

**Meeting Type:** Special

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

## MID-WYND INTERNATIONAL INVESTMENT TRUST PLC

**Meeting Date:** 08/09/2023

**Country:** United Kingdom

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares	For	For

## NIKE, Inc.

**Meeting Date:** 12/09/2023

**Country:** USA

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Cathleen Benko	For	For

# NIKE, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1b	Elect Director Alan B. Graf, Jr.	For	For
1c	Elect Director John Rogers, Jr.	For	Withhold
<i>Blended Rationale: A vote withhold is warranted due to concerns over poor corporate governance practices:- Withhold votes from governance committee member John Rogers Jr. in light of the multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>			
1d	Elect Director Robert Swan	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: An advisory vote on "Say on Pay" should be put to shareholders on an annual basis.</i>			
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
5	Report on Median Gender/Racial Pay Gap	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from global median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>			
6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	Against	Against

# Castelnau Group Limited

**Meeting Date:** 13/09/2023

**Country:** Guernsey

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Re-elect Joanne Peacegood as Director	For	For
3	Re-elect Andrew Whittaker as Director	For	For
4	Re-elect Joanna Duquemin Nicolle as Director	For	For
5	Re-elect David Stevenson as Director	For	For
6	Ratify Grant Thornton Limited as Auditors	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
8	Authorise Market Purchase of Ordinary Shares	For	For

## Eckoh Plc

Meeting Date: 13/09/2023

Country: United Kingdom

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 Final Dividend	For	For
4	Re-elect Christopher Humphrey as Director	For	For
5	Re-elect Guy Millward as Director	For	For
6	Re-elect David Coghlan as Director	For	For
7	Re-elect Nik Philpot as Director	For	For
8	Re-elect Chrissie Herbert as Director	For	For
9	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For

## Hornby Plc

Meeting Date: 13/09/2023

Country: United Kingdom

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	Elect Oliver Raeburn as Director	For	For
4	Re-elect Daniel Carter as Director	For	For

*Blended Rationale: A vote FOR is warranted as Mr Carter is a shareholder representative of a significant investor in the company.*



# Hornby Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Re-elect Lyndon Davies as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as we do not have any concerns regarding independence at this time.</i>			
6	Re-elect Kirstie Gould as Director	For	For
7	Re-elect John Stansfield as Director	For	For
8	Reappoint Crowe U.K. LLP as Auditors	For	For
9	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
10	Authorise Issue of Equity	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
13	Authorise Market Purchase of Ordinary Shares	For	For

# TURKCELL İletisim Hizmetleri AS

Meeting Date: 13/09/2023

Country: Turkey

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting and Elect Presiding Council of Meeting	For	For
2	Accept Board Report	For	For
3	Accept Audit Report	For	For
4	Accept Financial Statements	For	For
5	Approve Discharge of Board	For	For
6	Amend Company Articles 3, 4 and 25	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced:- The proposed transfer of issuance authority from shareholders to the board may not be in shareholder interest.</i>			
7	Approve Upper Limit of Donations for 2023 and Receive Information on Donations Made in 2022	For	For
8	Ratify Director Appointments and Elect Directors	For	Against
<i>Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.</i>			
9	Approve Director Remuneration	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.</i>			
10	Ratify External Auditors	For	For

## TURKCELL Iletisim Hizmetleri AS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Allocation of Income	For	For
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For

## Carel Industries SpA

**Meeting Date:** 14/09/2023 **Country:** Italy  
**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Appoint Camilla Menini as Alternate Internal Statutory Auditor	None	For
<i>Blended Rationale: This item warrants a FOR because the name and details of the nominee have been disclosed, and no concerns have been noticed.</i>			
1	Approve Capital Raising	For	For

## Open Text Corporation

**Meeting Date:** 14/09/2023 **Country:** Canada  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director P. Thomas Jenkins	For	For
1.2	Elect Director Mark J. Barrenechea	For	For
1.3	Elect Director Randy Fowlie	For	For
1.4	Elect Director David Fraser	For	For
1.5	Elect Director Gail E. Hamilton	For	For
1.6	Elect Director Robert (Bob) Hau	For	For
1.7	Elect Director Ann M. Powell	For	For
1.8	Elect Director Stephen J. Sadler	For	For
1.9	Elect Director Michael Slaunwhite	For	For
1.10	Elect Director Katharine B. Stevenson	For	For

# Open Text Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.11	Elect Director Deborah Weinstein	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote on Executive Compensation Approach	For	Against

*Blended Rationale: A vote AGAINST this non-binding advisory vote is warranted at this time.*

# Ryanair Holdings Plc

**Meeting Date:** 14/09/2023

**Country:** Ireland

**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 Remuneration Policy	For	For
4a	Elect Eamonn Brennan as Director	For	For
4b	Elect Elisabeth Kostinger as Director	For	For
4c	Elect Anne Nolan as Director	For	For
4d	Re-elect Stan McCarthy as Director	For	For
<i>Blended Rationale: A vote FOR the re-election of these Directors is warranted as we believe that this is a model Board of the sector in terms of track record, experience and shareholder value creation. Although this is not entirely without concern: • As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, where departures from market practice continue to be noted. • Some of the NEDs hold outstanding performance-based share options, and as a result, they are not classified as independent by ISS. As such, their membership on the Board cause non-compliance with best practice. • Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. • Louise Phelan has now served on the Board for 10 years, beyond the nine-year limit set out under the UK Code.</i>			
4e	Re-elect Louise Phelan as Director	For	For
<i>Blended Rationale: Please refer to proposal 4d.</i>			
4f	Re-elect Roisin Brennan as Director	For	For
<i>Blended Rationale: Please refer to proposal 4d.</i>			
4g	Re-elect Michael Cawley as Director	For	For
<i>Blended Rationale: A vote FOR the re-election of these Directors is warranted as we believe that this is a model Board of the sector in terms of track record, experience and shareholder value creation. Although this is not entirely without concern: • In addition to their outstanding options causing potential independence concerns, both Michael Cawley and Howard Millar have longstanding links with Group CEO Michael O'Leary. The Board lacks sufficient independent representation as a result. • Michael Cawley remains a member of the Remuneration Committee.</i>			
4h	Re-elect Emer Daly as Director	For	For
<i>Blended Rationale: Please refer to proposal 4d.</i>			
4i	Re-elect Geoff Doherty as Director	For	For

## Ryanair Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4j	Re-elect Howard Millar as Director	For	For
	<i>Blended Rationale: Please refer to proposal 4g.</i>		
4k	Re-elect Michael O'Brien as Director	For	For
	<i>Blended Rationale: Please refer to proposal 4d.</i>		
4l	Re-elect Michael O'Leary as Director	For	For
5	Authorise Board to Fix Remuneration of Auditors	For	For
6	Authorise Board to Fix Remuneration of Directors	For	For
7	Authorise Issue of Equity	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	For	For
9	Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares	For	For
10	Approve Proposed Purchase of Up to 300 Boeing 737-MAX-10 Aircraft	For	For

## Novartis AG

**Meeting Date:** 15/09/2023

**Country:** Switzerland

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG	For	For
2	Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off	For	For
3	Transact Other Business (Voting)	For	Against
	<i>Blended Rationale: A vote against is warranted because details of other business are not disclosed.</i>		

## Sinopharm Group Co. Ltd.

**Meeting Date:** 15/09/2023

**Country:** China

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Yu Qingming as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
2	Elect Liu Yong as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
3	Elect Chen Qiyu as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
4	Elect Hu Jianwei as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
5	Elect Deng Jindong as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
6	Elect Wang Kan as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
7	Elect Wang Peng as Director, Authorize Board to Fix His Remuneration and Enter into Service Contract with Him	For	For
8	Elect Wen Deyong as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
9	Elect Li Dongjiu as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
10	Elect Feng Rongli as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Her	For	For
11	Elect Chen Fangruo as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
12	Elect Li Peiyu as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
13	Elect Wu Tak Lung as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For

## Sinopharm Group Co. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Elect Yu Weifeng as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
15	Elect Shi Shenghao as Director and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
16	Elect Guan Xiaohui as Supervisor and Authorize Board or Any Executive Director to Enter into Service Contract with Her	For	For
17	Elect Liu Zhengdong as Supervisor and Authorize Board or Any Executive Director to Enter into Service Contract with Him	For	For
18	Elect Guo Jinhong as Supervisor, Authorize Board to Fix His Remuneration and Enter into Service Contract with Him	For	For

## Alfen NV

**Meeting Date:** 19/09/2023

**Country:** Netherlands

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Maria Anhalt to Supervisory Board	For	For

## Moonpig Group Plc

**Meeting Date:** 19/09/2023

**Country:** United Kingdom

**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 Remuneration Policy	For	Against
<i>Blended Rationale: A vote AGAINST is warranted as we do not support the one-off award being proposed.</i>			
4	Re-elect Kate Swann as Director	For	For
5	Re-elect Nickyl Raithatha as Director	For	For

## Moonpig Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Re-elect Andy MacKinnon as Director	For	For
7	Re-elect David Keens as Director	For	For
8	Re-elect Susan Hooper as Director	For	For
9	Re-elect ShanMae Teo as Director	For	For
10	Re-elect Niall Wass as Director	For	For
11	Re-elect Simon Davidson as Director	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Amend Long Term Incentive Plan	For	Against
<i>Blended Rationale: Please refer to proposal 3.</i>			
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Oxford Instruments Plc

**Meeting Date:** 19/09/2023

**Country:** United Kingdom

**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 Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Neil Carson as Director	For	For
6	Re-elect Ian Barkshire as Director	For	For
7	Re-elect Gavin Hill as Director	For	For

## Oxford Instruments Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Elect Reshma Ramachandran as Director	For	For
9	Re-elect Nigel Sheinwald as Director	For	For
10	Re-elect Mary Waldner as Director	For	For
11	Re-elect Alison Wood as Director	For	For
12	Reappoint BDO LLP as Auditors	For	For
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Approve Long Term Incentive Plan	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Frasers Group Plc

**Meeting Date:** 20/09/2023

**Country:** United Kingdom

**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	Re-elect David Daly as Director	For	For
<i>Blended Rationale: A vote FOR is warranted as the Board is taking steps to remedy the lack of diversity and is well-functioning in our opinion.</i>			
4	Re-elect David Brayshaw as Director	For	For
5	Re-elect Richard Bottomley as Director	For	For
6	Re-elect Michael Murray as Director	For	For
7	Re-elect Cally Price as Director	For	For
8	Re-elect Nicola Frampton as Director	For	For



## Frasers Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Chris Wootton as Director	For	For
10	Reappoint RSM UK Audit LLP as Auditors	For	For
11	Authorise Board to Fix Remuneration of Auditors	For	For
12	Authorise Issue of Equity	For	For
13	Authorise Issue of Equity in Connection with a Rights Issue	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
18	Authorise UK Political Donations and Expenditure	For	For

## IG Group Holdings plc

**Meeting Date:** 20/09/2023

**Country:** United Kingdom

**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 Remuneration Policy	For	For
4	Approve Final Dividend	For	For
5	Re-elect Mike McTighe as Director	For	For
6	Re-elect June Felix as Director	For	For
7	Re-elect Charlie Rozes as Director	For	For
8	Re-elect Jon Noble as Director	For	For
9	Re-elect Jonathan Moulds as Director	For	For
10	Re-elect Rakesh Bhasin as Director	For	For
11	Re-elect Andrew Didham as Director	For	For
12	Re-elect Wu Gang as Director	For	For
13	Re-elect Sally-Ann Hibberd as Director	For	For

## IG Group Holdings plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Re-elect Malcolm Le May as Director	For	For
15	Re-elect Susan Skerritt as Director	For	For
16	Re-elect Helen Stevenson as Director	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
19	Approve Long Term Incentive Plan	For	For
20	Approve Sustained Performance Plan	For	For
21	Approve Global Share Purchase Plan	For	For
22	Authorise Issue of Equity	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
25	Authorise Market Purchase of Ordinary Shares	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
27	Adopt New Articles of Association	For	For

## WNS (Holdings) Limited

**Meeting Date:** 21/09/2023

**Country:** Jersey

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Ratify Grant Thornton Bharat LLP as Auditors	For	For
3	Authorize Board to Fix Remuneration of Auditors	For	For
4	Reelect Keshav Murugesh as a Director	For	For
5	Reelect Diane de Saint Victor as a Director	For	For
6	Reelect Keith Haviland as a Director	For	For
7	Approve Remuneration of Directors	For	For

## WNS (Holdings) Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Authorize Share Repurchase Program	For	Against

*Blended Rationale: A vote AGAINST this resolution is warranted because: - The duration of the authority exceeds the maximum recommended duration of 18 months; and - The maximum purchase price is significantly above current market price.*

## B&M European Value Retail SA

**Meeting Date:** 22/09/2023 **Country:** Luxembourg  
**Meeting Type:** Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Hounaida Lasry as Director	For	For

## Synthomer Plc

**Meeting Date:** 25/09/2023 **Country:** United Kingdom  
**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Rights Issue	For	For
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Rights Issue	For	For
3	Approve Share Sub-Division	For	For
4	Approve Share Consolidation	For	For
5	Amend Articles of Association	For	For

## MYCELX Technologies Corporation

**Meeting Date:** 26/09/2023 **Country:** USA  
**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Re-elect Tom Lamb as Director	For	For
1B	Re-elect Connie Mixon as Director	For	For
1C	Re-elect Haluk Alper as Director	For	For

# MYCELX Technologies Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1D	Re-elect Andre Schnabl as Director	For	For
2	Reappoint Deloitte and Touche LLP as Auditors	For	For

## Redde Northgate Plc

**Meeting Date:** 26/09/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Approve Remuneration Report	For	For
4	Approve Remuneration Policy	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
7	Re-elect Mark Butcher as Director	For	For
8	Re-elect Bindi Karia as Director	For	For
9	Re-elect Mark McCafferty as Director	For	For
10	Re-elect Avril Palmer-Baunack as Director	For	For
11	Re-elect John Pattullo as Director	For	For
12	Re-elect Philip Vincent as Director	For	For
13	Re-elect Martin Ward as Director	For	For
14	Elect Nicola Rabson as Director	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise Market Purchase of Preference Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## Zhejiang Expressway Co., Ltd.

**Meeting Date:** 27/09/2023

**Country:** China

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Wu Wei as Director	For	For
2	Elect Lu Wenwei as Supervisor	For	For
3	Authorize Board to Approve the Proposed Director's Service Contract and the Proposed Supervisor's Service Contract and Related Transactions	For	For

## Alibaba Group Holding Limited

**Meeting Date:** 28/09/2023

**Country:** Cayman Islands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Eddie Yongming Wu	For	For
1.2	Elect Director Maggie Wei Wu	For	For
1.3	Elect Director Kabir Misra	For	For
2	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	For	For

## Alibaba Group Holding Limited

**Meeting Date:** 28/09/2023

**Country:** Cayman Islands

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Eddie Yongming Wu	For	For
1.2	Elect Director Maggie Wei Wu	For	For
1.3	Elect Director Kabir Misra	For	For
2	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	For	For

# Babcock International Group Plc

**Meeting Date:** 28/09/2023

**Country:** United Kingdom

**Meeting Type:** Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Policy	For	For
3	Approve Remuneration Report	For	For
4	Re-elect Ruth Cairnie as Director	For	For
5	Re-elect Carl-Peter Forster as Director	For	For
6	Re-elect Lucy Dimes as Director	For	For
7	Re-elect Lord Parker of Minsmere as Director	For	For
8	Re-elect John Ramsay as Director	For	For
9	Elect Jane Moriarty as Director	For	For
10	Elect Kevin Smith as Director	For	For
11	Re-elect David Lockwood as Director	For	For
12	Re-elect David Mellors as Director	For	For
13	Reappoint Deloitte LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise UK Political Donations and Expenditure	For	For
16	Authorise Issue of Equity	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# Diageo Plc

**Meeting Date:** 28/09/2023

**Country:** United Kingdom

**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

# Diageo Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Remuneration Policy	For	For
4	Approve Long Term Incentive Plan	For	For
5	Approve Final Dividend	For	For
6	Elect Debra Crew as Director	For	For
7	Re-elect Javier Ferran as Director	For	For
<i>Blended Rationale: A vote FOR this Director is warranted as no significant concerns have been identified and we feel that a board that has overcorrected is not necessarily an issue in the wider context.</i>			
8	Re-elect Lavanya Chandrashekar as Director	For	For
9	Re-elect Susan Kilsby as Director	For	For
10	Re-elect Melissa Bethell as Director	For	For
11	Re-elect Karen Blackett as Director	For	For
12	Re-elect Valerie Chapoulaud-Floquet as Director	For	For
13	Re-elect Sir John Manzoni as Director	For	For
14	Re-elect Alan Stewart as Director	For	For
15	Re-elect Ireena Vittal as Director	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Market Purchase of Ordinary Shares	For	For
22	Adopt New Articles of Association	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

# ENN Natural Gas Co., Ltd.

**Meeting Date:** 28/09/2023

**Country:** China

**Meeting Type:** Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Shareholder Return Plan	For	For
2	Approve Amendments to Articles of Association	For	For

## ENN Natural Gas Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Approve Equity Transfer	For	For

## ODDITY Tech Ltd.

Meeting Date: 28/09/2023

Country: Israel

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a.	Ratify Election of Lilach Payorski as External Director	For	For
1b.	Ratify Election of Ohad Chereshniya as External Director	For	For
2	Approve and Ratify the Company's 2023 Incentive Award Plan	For	Against
<i>Blended Rationale: A vote against is warranted because awards are not subject to performance conditions: - RSUs without performance conditions: The plan may allow for restricted shares to be granted without performance criteria attached. Accordingly, such awards may provide an immediate financial gain to the recipient on vesting, equal to the then market price, rather than needing to grow in value above a real purchase price paid by the recipient before any return is derived. Absent performance criteria, restricted stock may therefore provide a substantial return even when the share price has decreased substantially over the vesting period, thereby significantly reducing the incentivizing effects of such awards.</i>			
3	Approve and Ratify the Company's 2023 Employee Share Purchase Plan	For	For



Source: Artemis, Institutional Shareholder Services (ISS)

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