

Voting Disclosure Report

UK Discretionary Portfolio Management 1 January to 30 June 2022

Whilst we endeavour to ensure that all the information included in this report is accurate, correct, up to date and complete, we accept no liability arising from any information which is not accurate, correct, up to date, complete, or which has been superseded. Companies referenced, have been held in the portfolio within the reporting period but may no longer form part of the portfolio. Reference to specific companies is not an opinion as to their present or future value.

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Voting Disclosure Report

Introduction

At Barclays Private Bank, we aim to create long term value for our clients and stakeholders while investing responsibly. Identifying and managing environmental, social and governance (ESG) risks and opportunities, which can have a material impact on financial returns, is key to achieving our goal. This means we consider ESG factors throughout our investment process, alongside financial information.

Barclays Private Bank has partnered with a leading stewardship provider, EOS at Federated Hermes (EOS) (collectively referred to as “we”/“our” in this report), to support us with engagement on our direct fixed income and equity holdings and voting on our direct equity holdings. By working with other like-minded investors to amplify our voice, we believe company engagement becomes more effective, enabling us to deliver better risk adjusted returns for our clients over the long term.

Voting at shareholder meetings and engaging with portfolio companies on ESG issues can be highly effective mechanisms to reduce portfolio risks and maximise potential returns. They also give us the opportunity, on behalf of our clients, to have a positive influence on corporate behaviour and promote more sustainable business practices.

We actively vote on matters put to shareholders, and engage with portfolio companies on material ESG issues, to encourage them to better manage and mitigate ESG risks, and to improve their ESG disclosures.

We will support management where voting proposals are aligned with the interests of our clients. Conversely, if we believe ESG practices are not in our clients' long term interests, we will signal our concern by voting against them. Although voting normally occurs only once a year, our analysis and dialogue with companies typically takes place on an ongoing basis.

This report gives an overview of the voting activities undertaken on behalf of our clients over the period indicated on the title page of this report.

It is our intention to exercise voting in all markets. However, our ability to do so may be hindered by regulatory and practical considerations, as well as internal restrictions. For example, we may be unable to vote due to restrictions relating to share blocking (markets where proxy voters have their securities blocked from trading during the period of the annual meeting), split voting (the ability to provide different instructions in relation to assets held in the same account) and partial voting (when only a portion of the total shares in an account is voted on).

UK Discretionary Portfolio Management

Understanding the Voting Disclosure Report:

This report lists all Shareholder Meetings (in chronological order), where Barclays Bank PLC, in its role as Portfolio Manager of Discretionary mandates for the UK Private Bank, has voted in the given timeframe.

Explanation of the columns:

Security Identifier	Unique asset holding identifier (ISIN).
Company Name	Name of asset issuer.
Country	Country where the Company's Shareholder Meeting was held (usually the country of the corporate headquarters).
Meeting Date	Date when the Meeting took place and the last date of when voting can take place.
Meeting Type	Meeting nature and/or frequency. Where multiple meetings are combined this is indicated as 'Mix' with data presented in an aggregate manner, and respective resolutions clearly distinguishable.
Resolution Number	Voting events generally relate to multiple resolutions which shareholders are invited to vote upon. The resolution number (as presented in the Shareholder Meeting materials) refers to a specific resolution upon which to vote on. If we have voted in line with management for all recommendations – this is denoted as 'All'. A resolution where the Private Bank's voting decision did not align with the recommendation from EOS is denoted by '*'. Where we have recorded against, withhold or abstain for a particular resolution please note that we voted for and in line with management for all other resolutions presented at the meeting.
How We Voted	<p>For: A voting decision in line with management's proposal. Where 'All' is specified, we have voted in line with management for all resolutions presented at the meeting.</p> <p>Against: A voting decision against management's proposal on a particular resolution.</p> <p>Withhold: Specific to directorship elections, a withhold vote is used to express dissatisfaction with a candidate where they are the only candidate to have been nominated for the role.</p> <p>Abstain: A voting decision which declines to vote either for or against a resolution.</p>
Rationale	Reason for voting decision not in line with management's proposal.

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
GB00BH0P3Z91	BHP GROUP PLC	United Kingdom	20-01-2022	Special	All	For	
					Court	All	For
US4612021034	INTUIT INC.	United States	20-01-2022	Annual	1g	Against	Concerns about remuneration committee performance
					2	Against	Apparent failure to link pay to appropriate performance
CH0418792922	SIKA AG	Switzerland	25-01-2022	Extraordinary	2	Against	Insufficient/poor disclosure
US92826C8394	VISA INC.	United States	25-01-2022	Annual	1b	Against	Concerns about overall Board structure
					1h	Against	Concerns about remuneration committee performance
					2	Against	Apparent failure to link pay to appropriate performance
GB0004544929	IMPERIAL BRANDS PLC	United Kingdom	02-02-2022	Annual	All	For	
GB00B8C3BL03	SAGE GROUP PLC	United Kingdom	03-02-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
GB00BD45SH49	INTEGRAFIN HOLDINGS PLC	United Kingdom	24-02-2022	Annual	All	For	
US0378331005	APPLE INC.	United States	04-03-2022	Annual	1e	Against	Concerns about remuneration committee performance
					3	Against	Apparent failure to link pay to appropriate performance
					6	Against	Shareholder proposal promotes appropriate accountability and incentivisation
					7	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					8	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					9	Against	Shareholder proposal promotes better management of ESG opportunities and risks
10	Against	Shareholder proposal promotes better management of ESG opportunities and risks					
JE00BJVNSS43	FERGUSON PLC	Jersey	10-03-2022	Special	All	For	
CH0010645932	GIVAUDAN SA	Switzerland	24-03-2022	Annual	7	Against	Insufficient/poor disclosure
FR0013154002	SARTORIUS STEDIM BIOTECH	France	29-03-2022	Mix	4	Against	Insufficient justification for related party transaction
					7	Against	Apparent failure to link pay to appropriate performance
					9	Against	Apparent failure to link pay to appropriate performance
					10	Against	Poison pill/anti-takeover measure not in investors interests
					14	Against	Lack of independent representation at Board committees, concerns related to inappropriate membership of committees

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
					15	Against	Lack of independent representation at Board committees
					17	Against	Poison pill/anti-takeover measure not in investors interests
					18	Against	Issues of equity raises concerns about excessive dilution of existing shareholders, poison pill/anti-takeover measure not in investors interests
					19	Against	Issues of equity raises concerns about excessive dilution of existing shareholders, poison pill/anti-takeover measure not in investors interests
					20	Against	Issues of equity raises concerns about excessive dilution of existing shareholders
					21	Against	Poison pill/anti-takeover measure not in investors interests
					24	Against	Apparent failure to link pay to appropriate performance
DE0005313704	CARL ZEISS MEDITEC AG	Germany	30-03-2022	Annual	6	Against	Issues of capital raises concerns about excessive dilution of existing shareholders
DE0005313704	BANCO SANTANDER SA	Spain	31-03-2022	Ordinary General Meeting	8.A	Against	Apparent failure to link pay to appropriate performance
					8.D	Against	Apparent failure to link pay to appropriate performance
					8.F	Against	Apparent failure to link pay to appropriate performance
CH0012280076	STRAUMANN HOLDING AG	Switzerland	05-04-2022	Annual	1.2	Against	Apparent failure to link pay to appropriate performance
					5	Against	Apparent failure to link pay to appropriate performance
					7.1	Against	Lack of independence on Board
					7.2	Against	Overboarded/too many other time commitments, lack of independence on Board
					7.4	Against	Lack of independence on Board
					7.5	Against	Lack of independence on Board
					8.1	Against	Lack of independence on Board
					11	Against	Insufficient/poor disclosure
CH0038863350	NESTLE S.A.	Switzerland	07-04-2022	Annual	1.2	Against	Apparent failure to link pay to appropriate performance
ES014060901	CAIXABANK SA	Spain	07-04-2022	Annual	10	Against	Apparent failure to link pay to appropriate performance
					14	Against	Apparent failure to link pay to appropriate performance

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
GB0007188757	RIO TINTO PLC	United Kingdom	08-04-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
					3	Against	Apparent failure to link pay to appropriate performance
GB0007188757	TECAN GROUP AG	Switzerland	12-04-2022	Annual	11	Against	Issues of equity raises concerns about excessive dilution of existing shareholders
					12	Against	Insufficient/poor disclosure
CH0418792922	SIKA AG	Switzerland	12-04-2022	Annual	5.1	Against	Apparent failure to link pay to appropriate performance
					6	Against	Insufficient/poor disclosure
FR0000125486	VINCI SA	France	12-04-2022	Mix	12	Against	Apparent failure to link pay to appropriate performance
					14	Against	Apparent failure to link pay to appropriate performance
NL0011585146	FERRARI N.V.	Netherlands	13-04-2022	Annual	2.c	Against	Apparent failure to link pay to appropriate performance
					3.a	Against	Overboarded/too many other time commitments
					3.g	Against	Inadequate management of climate-related risks
					3.j	Against	Overboarded/too many other time commitments
					5.3	Against	Double voting rights
US00724F1012	ADOBE INC	USA	14-04-2022	Annual	1a	Against	Concerns about remuneration committee performance
					3	Against	Apparent failure to link pay to appropriate performance
GB0009223206	SMITH & NEPHEW PLC	United Kingdom	13-04-2022	Annual	All	For	
FR0000051807	TELEPERFORMANCE SE	France	14-04-2022	Mix	All	For	
US9029733048	U.S. BANCORP	United States	19-04-2022	Annual	11	Against	Concerns about remuneration committee performance
					3	Against	Apparent failure to link pay to appropriate performance
US8243481061	THE SHERWIN-WILLIAMS COMPANY	United States	20-04-2022	Annual	All	For	
IT0004056880	AMPLIFON S.P.A.	Italy	22-04-2022	Annual	4.1	Against	Apparent failure to link pay to appropriate performance
					4.2	Against	Apparent failure to link pay to appropriate performance
					6	Against	Issues of equity raises concerns about excessive dilution of existing shareholders
FR0014000MR3	EUROFINS SCIENTIFIC SE	Luxembourg	26-04-2022	Mix	9	Against	Apparent failure to link pay to appropriate performance
GB00B0SWJX34	LONDON STOCK EXCHANGE GROUP PLC	United Kingdom	27-04-2022	Annual	All	For	

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
ES0105066007	CELLNEX TELECOM S.A.	Spain	27-04-2022	Ordinary	5.2	Against	Apparent failure to link pay to appropriate performance
					12	Against	Apparent failure to link pay to appropriate performance
GB0009465807	WEIR GROUP PLC (THE)	United Kingdom	28-04-2022	Annual	All	For	
GB0007973794	SERCO GROUP PLC	United Kingdom	28-04-2022	Annual	All	For	
GB0002875804	BRITISH AMERICAN TOBACCO PLC	United Kingdom	28-04-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
					3	Against	Apparent failure to link pay to appropriate performance
US4781601046	JOHNSON & JOHNSON	United States	28-04-2022	Annual	1h	Against	Concern about remuneration committee performance
					7	Against	Shareholder proposal promotes appropriate accountability and incentivisation
					8	Against	Shareholder proposal promotes transparency
					9	Against	Shareholder proposal promotes transparency
					12	Against	Shareholder proposal promotes transparency
					13	Against	Shareholder proposal promotes appropriate accountability of incentivisation
SE0015961909	HEXAGON AB	Sweden	29-04-2022	Annual	10.3	Against	Concerns related to inappropriate membership of committees, lack of independent representation at Board committees
					10.4	Against	Concerns related to inappropriate representation at Board
					10.7	Against	Concerns related to inappropriate membership of committees, lack of independent representation at Board committees
					10.11	Against	Concerns related to inappropriate membership of committees, lack of independent representation at Board committees
					12	Against	Apparent failure to link pay to appropriate performance
NL0010273215	ASML HOLDING NV	Netherlands	29-04-2022	Annual	6	Against	Apparent failure to link pay to appropriate performance
					8d	Against	Concerns related to below-board gender diversity

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US0846707026	BERKSHIRE HATHAWAY INC.	United States	30-04-2022	Annual	1.8	Withhold	Concerns regarding audit quality, inadequate management of climate-related risks
					1.9	Withhold	Concerns regarding audit quality, inadequate management of climate-related risks
					1.11	Withhold	Concerns related to board gender diversity, concerns related to succession planning, concerns to protect shareholder value
					1.15	Withhold	Insufficient basis to support a decision, against shareholder resolution, against management recommendation, shareholder proposal does not promote transparency
					2	Abstain	Shareholder proposal does not promote transparency
					3	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					4	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					5	Against	Shareholder proposal promotes better management of ESG opportunities and risks
GB00B10RZP78	UNILEVER PLC	United Kingdom	04-05-2022	Annual	All	For	
GB0009252882	GLAXOSMITHKLINE PLC	United Kingdom	04-05-2022	Annual	3	Against	Apparent failure to link pay to appropriate performance
GB0004082847	STANDARD CHARTERED PLC	United Kingdom	04-05-2022	Annual	3	Against	Apparent failure to link pay to appropriate performance
					4	Against	Apparent failure to link pay to appropriate performance
					31	Against	Inadequate management of climate risks
CH0013841017	LONZA GROUP AG	Switzerland	05-05-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
					5.1.3	Against	Concerns regarding auditor tenure
					5.1.4	Against	Concerns regarding auditor tenure
					6	Against	Concerns regarding auditor tenure
					10	Against	Insufficient/poor disclosure
GB00BNR5MZ78	MELROSE INDUSTRIES PLC	United Kingdom	05-05-2022	Annual	All	For	

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
CA21037X1006	CONSTELLATION SOFTWARE INC	Canada	05-05-2022	Mix	1.6	Withhold	Concerns about remuneration committee performance, concerns related to diversity, concerns related to board ethnic and/or racial diversity
					4	Against	Apparent failure to link pay to appropriate performance
					5	Against	For shareholder resolution, against management recommendation/ shareholder proposal promotes better management of ESG opportunities and risks, shareholder proposal promotes transparency.
CA89072T1021	TOPICUS.COM INC	Canada	05-05-2022	Annual	1.2	Withhold	Concerns related to inappropriate membership of committees
					1.6	Withhold	Concerns related to approach to board diversity, concerns over approach to Board to gender diversity
					1.9	Withhold	Concerns related to approach to board diversity, concerns related to approach to Board gender diversity.
FR0000121972	SCHNEIDER ELECTRIC SE	France	05-05-2022	Mix	All	For	
US5926881054	METTLER-TOLEDO INTERNATIONAL INC.	United States	05-05-2022	Annual	1.8	Against	Concerns about remuneration committee performance, concerns related to approach to Board diversity
					3	Against	Apparent failure to link pay to appropriate performance
US2788651006	ECOLAB INC.	United States	05-05-2022	Annual	1i	Against	Concerns about remuneration committee performance
					3	Against	Apparent failure to link pay to appropriate performance
					4	Against	Shareholder proposal promotes appropriate accountability or incentivisation
JE00BJ1DLW90	MAN GROUP PLC	Jersey	06-05-2022	Annual	All	For	
US45167R1041	IDEX CORPORATION	United States	06-05-2022	Annual	1a	Against	Concerns about overall Board structure
					1b	Against	Concerns about overall Board structure
US2358511028	DANAHER CORPORATION	United States	10-05-2022	Annual	1b*	Abstain	In favour of a long-tenured management team who can create consistent long-term track record.
					1j	Against	Concerns to protect shareholder value
					1k	Against	Concerns about remuneration committee performance
					3	Against	Apparent failure to link pay to appropriate performance
					4	Against	Shareholder proposal promotes appropriate accountability and incentivisation
FR0010908533	EDENRED SA	France	11-05-2022	Mix	8	Against	Apparent failure to link pay to appropriate performance
					11	Against	Apparent failure to link pay to appropriate performance

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
DE000A1EWWW0	ADIDAS AG	Germany	12-05-2022	Annual	All	For	
DE0006452907	NEMETSCHEK SE	Germany	12-05-2022	Annual	7.1	Against	Concerns related to inappropriate membership of committees, lack of independence on Board and succession planning.
					7.2	Against	Concerns related to succession planning, lack of independence on Board, concerns related to inappropriate membership of committees, lack of independent representation at Board committees, concerns related to succession planning
					7.3	Against	Lack of independence on Board, concerns related to succession planning.
					7.4	Against	Lack of independence on Board, concerns related to succession planning
					7.5	Against	Lack of independence on Board, concerns related to succession planning
					7.6	Against	Lack of independence on Board, concerns related to succession planning
					9	Against	Apparent failure to link pay to appropriate performance
					10	Against	Apparent failure to link pay to appropriate performance
HK0019000162	SWIRE PACIFIC LTD	Hong Kong	12-05-2022	Annual	1b	Against	Concerns related to approach to Board gender diversity
					1c	Against	Lack of independence on Board
					1d	Against	Lack of independence on Board
					4	Against	Issues of equity raises concerns about excessive dilution of existing shareholders.
GB0005576813	HOWDEN JOINERY GROUP PLC	United Kingdom	12-05-2022	Annual	3	Against	Apparent failure to link pay to appropriate performance
GB0008706128	LLOYDS BANKING GROUP PLC	United Kingdom	12-05-2022	Annual	All	For	
NL0000334118	ASM INTERNATIONAL NV	Netherlands	16-05-2022	Annual	All	For	
FR0000131104	BNP PARIBAS SA	France	17-05-2022	Mix	12	Against	Apparent failure to link pay to appropriate performance
					15	Against	Apparent failure to link pay to appropriate performance
					16	Against	Apparent failure to link pay to appropriate performance
					17	Against	Apparent failure to link pay to appropriate performance
					18	Against	Apparent failure to link pay to appropriate performance

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
US33616C1009	FIRST REPUBLIC BANK	United States	17-05-2022	Annual	1.4	Against	Concerns about remuneration committee performance
					4	Against	Apparent failure to link pay to appropriate performance
KYG875721634	TENCENT HOLDINGS LTD	Cayman Islands	18-05-2022	Annual	3a	Against	Concerns related to approach to Board diversity, concerns related to succession planning
					3b	Against	Concerns related to approach to Board gender diversity, concerns related to succession planning
					5	Against	Issues of equity raises concerns about excessive dilution of existing shareholders
					7	Against	Issues of equity raises concerns about excessive dilution of existing shareholders
KYG875721634	TENCENT HOLDINGS LTD	Cayman Islands	18-05-2022	Extraordinary	1	Against	Apparent failure to link pay to appropriate performance
US0320951017	AMPHENOL CORPORATION	United States	18-05-2022	Annual	1.2	Against	Concerns about remuneration committee performance
					3	Against	Concerns related to approach to Board diversity
					4	Against	Shareholder proposal promotes appropriate accountability or incentivisation
US8835561023	THERMO FISHER SCIENTIFIC INC.	United States	18-05-2022	Annual	All	For	
US03027X1000	AMERICAN TOWER CORPORATION	United States	18-05-2022	Annual	All	For	
HK0000069689	AIA GROUP LTD	Hong Kong	19-05-2022	Annual	All	For	
GB0007669376	ST. JAMES'S PLACE PLC	United Kingdom	19-05-2022	Annual	All	For	
FR0014003TT8	DASSAULT SYSTEMES SE	France	19-05-2022	Mix	8	Against	Apparent failure to link pay to appropriate performance
					9	Against	Apparent failure to link pay to appropriate performance
					19	Against	Concerns to protect shareholder value
					20	Against	Concerns to protect shareholder value
US2547091080	DISCOVER FINANCIAL SERVICES	United States	19-05-2022	Annual	All	For	
GB00B24CGK77	RECKITT BENCKISER GROUP PLC	United Kingdom	20-05-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
					3	Against	Apparent failure to link pay to appropriate performance
GB00BJFVLV09	CRODA INTERNATIONAL PLC	United Kingdom	20-05-2022	Annual	All	For	
GB00BP6MXD84	SHELL PLC	United Kingdom	24-05-2022	Annual	1	Against	Inadequate management of climate-related risks
					20	Against	Inadequate management of climate-related risks
					21	Against	Shareholder proposal promotes better management of ESG properties

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
FR0000045072	CREDIT AGRICOLE SA	France	24-05-2022	Mix	8	Against	Lack of independence on Board
					9	Against	Lack of independence on Board
					10	Against	Lack of independence on Board
					11	Against	Lack of independence on Board
					12	Against	Lack of independence on Board
					13	Against	Lack of independence on Board
					24	Against	Issues of capital raises concerns about excessive dilution of existing shareholders
CH0024608827	PARTNERS GROUP HOLDING AG	Switzerland	25-05-2022	Annual	6.4	Against	Concerns regarding auditor tenure
					7	Against	Insufficient basis to support a decision
GB0031638363	INTERTEK GROUP PLC	United Kingdom	25-05-2022	Annual	All	For	
FR0000121667	ESSILORLUXOTTICA SA	France	25-05-2022	Mix	6	Against	Apparent failure to link pay to appropriate performance
					7	Against	Apparent failure to link pay to appropriate performance
					8	Against	Apparent failure to link pay to appropriate performance
					9	Against	Apparent failure to link pay to appropriate performance
					12	Against	Apparent failure to link pay to appropriate performance
					13	Against	Apparent failure to link pay to appropriate performance

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
US30303M1027	META PLATFORMS, INC.	United States	25-05-2022	Annual	1.1	Withhold	Concerns about reducing shareholder rights, concerns about remuneration committee performance
					1.2	Withhold	Concerns about reducing shareholder rights, concerns about remuneration committee performance
					1.3	Withhold	Concerns about reducing shareholder rights, concerns about remuneration committee performance
					1.5	Withhold	Lack of independence on Board
					1.9	Withhold	Concerns to protect shareholder value
					3	Against	Apparent failure to link pay to appropriate performance
					4	Against	Shareholder proposal promotes enhanced shareholder rights
					5*	For	
					6	Against	Shareholder proposal promotes better management of ESG properties
					8	Against	Shareholder proposal promotes better management of ESG properties
					10	Against	Shareholder proposal promotes better management of ESG properties
					11	Against	Shareholder proposal promotes better management of ESG properties
					13	Against	Shareholder proposal promotes better management of ESG properties
					14	Against	Shareholder proposal promotes better management of ESG properties
US0231351067	AMAZON.COM, INC.	United States	25-05-2022	Annual	1g	Against	Concerns about remuneration committee performance
					3	Against	Apparent failure to link pay to appropriate performance
					5	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					6	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					7	Against	Shareholder proposal promotes appropriate accountability and incentivisation
					8	Against	Shareholder proposal promotes better management of ESG opportunities and risks

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
					9	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					10	Against	Shareholder proposal promotes transparency
					12	Against	Shareholder proposal promotes transparency
					13	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					14	Against	Shareholder proposal promotes transparency
					16	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					17	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					19	Against	Shareholder proposal promotes better management of ESG opportunities and risks
NL0000226223	STMICROELECTRONICS NV	Netherlands	25-05-2022	Annual	3	Against	Apparent failure to link pay to appropriate performance
GB0005603997	LEGAL & GENERAL GROUP PLC	United Kingdom	26-05-2022	Annual	All	For	
GB0007099541	PRUDENTIAL PLC	United Kingdom	26-05-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
NL0012969182	ADYEN N.V.	Netherlands	01-06-2022	Annual	All	For	
US02079K3059	ALPHABET INC.	United States	01-06-2022	Annual	1h*	For	
					3	Against	Apparent failure to link pay to appropriate performance
					5	Against	Shareholder proposal promotes transparency
					6	Against	Shareholder proposal promotes transparency
					7	Against	Shareholder proposal promotes transparency
					8	Against	Shareholder proposal promotes transparency
					9	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					10	Against	Shareholder proposal promotes transparency
					11	Against	Shareholder proposal promotes enhanced shareholder rights
					13	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					15	Against	Shareholder proposal promotes better management of ESG opportunities and risks

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale
					16	Against	Shareholder proposal promotes better ESG opportunities and risks
					18	Against	Shareholder proposal promotes better ESG opportunities and risks
					21	Against	Shareholder proposal promotes better ESG opportunities and risks
US91324P1021	UNITEDHEALTH GROUP	United States	06-06-2022	Annual	5	Against	Shareholder proposal promotes transparency
US8740391003	TAIWAN SEMICONDUCTOR MFG. CO. LTD.	United States	08-06-2022	Annual	All	For	
US8982021060	TRUPANION, INC.	United States	08-06-2022	Annual	1a	Withhold	Concerns about overall Board structure
					3	Against	Apparent failure to link pay to appropriate performance
US81762P1021	SERVICENOW, INC.	United States	09-06-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
US7766961061	ROPER TECHNOLOGIES, INC.	United States	15-06-2022	Annual	1.1*	For	
					1.7	Against	Concerns about remuneration committee performance
					2	Against	Apparent failure to link pay to appropriate performance
ES0109067019	AMADEUS IT GROUP S.A	Spain	22-06-2022	Ordinary	All	For	
GB00BP6S8Z30	OXFORD NANOPORE TECHNOLOGIES PLC	United Kingdom	23-06-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
GB00B1YW4409	3I GROUP PLC	United Kingdom	30-06-2022	Annual	2	Against	Apparent failure to link pay to appropriate performance
					10	Against	Concerns about candidate's experience/fails
					12	Against	Overboarded/too many other time commitments

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