

# Voting Disclosure Report

## Ireland Discretionary Portfolio Management 1 January to 30 June 2023

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no liability arising from any information which is not accurate, correct, up to date, complete, or which has been superseded.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).

# Ireland Discretionary Portfolio Management

## Understanding the Voting Disclosure Report:

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

### Explanation of the columns:

<b>Security Identifier</b>	Unique asset holding identifier (ISIN).
<b>Company Name</b>	Name of asset issuer.
<b>Country</b>	Country where the Company's Shareholder Meeting was held (usually the country of the corporate headquarters).
<b>Meeting Date</b>	Date when the Meeting took place and the last date of when voting can take place.
<b>Meeting Type</b>	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.
<b>Resolution Number</b>	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 in all recommendation – 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 '*'.
<b>How We Voted</b>	<p><b>For:</b> 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><b>Against:</b> A voting decision against management's proposal on a particular resolution.</p> <p><b>Withhold:</b> 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><b>Abstain:</b> A voting decision which declines to vote either for or against a resolution.</p> <p>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.</p>
<b>Rationale</b>	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 for Absention or Vote Against
US4612021034	Intuit Inc.	USA	19-01-2023	Annual	All	For	
US92826C8394	Visa Inc.	USA	24-01-2023	Annual	1h	Against	Concerns about remuneration committee performance
					2	Against	Pay is misaligned with EOS remuneration principles
					5	Abstain	Supportive of proposal's resolved clause but significant concerns of filer intent so propose abstain
US0378331005	Apple Inc.	USA	10-03-2023	Annual	1e	Against	Concerns about remuneration committee performance
					3	Against	Pay is misaligned with EOS remuneration principles
					8	Against	Shareholder proposal promotes better management of SEE opportunities and risks
					9	Against	Shareholder proposal promotes enhanced shareholder rights
DE0005313704	Carl Zeiss Meditec AG	Germany	22-03-2023	Annual	6.1	Against	Concerns about reducing shareholder rights
					8.1	Against	Lack of independent representation at board committees, concerns related to inappropriate membership of committees
					8.3	Against	Concerns related to inappropriate membership of committees
					8.4	Against	Lack of independent representation at board committees
					8.6	Against	Concerns related to inappropriate membership of committees
					9	Against	Pay is misaligned with EOS remuneration principles
					10	Against	Pay is misaligned with EOS remuneration principles
CH0010645932	Givaudan SA	Switzerland	23-03-2023	Annual	6.1.5	Against	Concerns related to approach to board gender diversity
					6.1.6	Against	Overboarded/too many other time commitments
					6.2	Against	Overboarded/too many other time commitments
					8	Against	Insufficient/poor disclosure
FR0013154002	Sartorius Stedim Biotech SA	France	27-03-2023	Annual	6	Against	Pay is misaligned with EOS remuneration principles
					7	Against	Pay is misaligned with EOS remuneration principles
					8	Against	Pay is misaligned with EOS remuneration principles
					9	Against	Pay is misaligned with EOS remuneration principles
					10	Against	Pay is misaligned with EOS remuneration principles
					11	Against	Poison pill/anti-takeover measure not in investors interests
CH0418792922	Sika AG	Switzerland	28-03-2023	Annual	5.1	Against	Pay is misaligned with EOS remuneration principles
					8	Against	Insufficient/poor disclosure

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale for Absention or Vote Against
ES0140609019	CaixaBank SA	Spain	30-03-2023	Annual	7	Against	Pay is misaligned with EOS remuneration principles
					12	Against	Pay is misaligned with EOS remuneration principles
NL0015435975	Davide Campari-Milano NV	Netherlands	13-04-2023	Annual	2.b	Against	Pay is misaligned with EOS remuneration principles
					5	Against	Pay is misaligned with EOS remuneration principles
FR0000125486	VINCI SA	France	13-04-2023	Mix	8	Against	Cumulative/slate voting in favour of individual candidates/slates
					9	Against	Cumulative/slate voting in favour of individual candidates/slates
					12	Against	Pay is misaligned with EOS remuneration principles
FR0000051807	Teleperformance SE	France	13-04-2023	Mix	10	Against	Pay is misaligned with EOS remuneration principles
NL0011585146	Ferrari NV	Netherlands	14-04-2023	Annual	3.a	Against	Overboarded/too many other time commitments
					3.d	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
					4.2	Against	Concerns to protect shareholder value
IT0004965148	Moncler SpA	Italy	18-04-2023	Annual	2	Against	Pay is misaligned with EOS remuneration principles
CH0012100191	Tecan Group AG	Switzerland	18-04-2023	Annual	11	Against	Insufficient/poor disclosure
US8243481061	The Sherwin-Williams Company	USA	19-04-2023	Annual	1a	Against	Concerns about remuneration committee performance
					1c	Against	Concerns regarding auditor tenure
					2	Against	Pay is misaligned with EOS remuneration principles
					4	Against	Concerns regarding auditor tenure
NL0000235190	Airbus SE	Netherlands	19-04-2023	Annual	4.1	Against	Insufficient consideration of climate change in audit and accounts
					4.6	Against	Pay is misaligned with EOS remuneration principles
					1a	Against	Concerns about remuneration committee performance
					4	Against	Excessive CEO pay
					6	Against	Shareholder proposal promotes better management of ESG opportunities and risks
US00724F1012	Adobe Inc.	USA	20-04-2023	Annual	1a	Against	Concerns about remuneration committee performance
					4	Against	Excessive CEO pay
					6	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 for Absention or Vote Against
FR0000052292	Hermes International SCA	France	20-04-2023	Mix	5	Against	Insufficient justification for related party transaction
					6	Against	Poison pill/anti-takeover measure not in investors interests
					7	Against	Pay is misaligned with EOS remuneration principles
					8	Against	Pay is misaligned with EOS remuneration principles
					9	Against	Pay is misaligned with EOS remuneration principles
					11	Against	Pay is misaligned with EOS remuneration principles
					13	Against	Lack of independence on board
					15	Against	Lack of independence on board, concerns related to inappropriate membership of committees
					16	Against	Lack of independence on board, concerns related to approach to below-board gender diversity
					21	Against	Poison pill/anti-takeover measure not in investors interests
					22	Against	Poison pill/anti-takeover measure not in investors interests, issue of equity raises concerns about excessive dilution of existing shareholders
					24	Against	Poison pill/anti-takeover measure not in investors interests, issue of equity raises concerns about excessive dilution of existing shareholders
					25	Against	Poison pill/anti-takeover measure not in investors interests
					26	Against	Concerns to protect shareholder value
FR0000121014	LVMH Moet Hennessy Louis Vuitton SE	France	20-04-2023	Mix	4	Against	Insufficient justification for related party transaction
					5	Against	Lack of independence on board
					6	Against	Lack of independence on board
					7	Against	Lack of independence on board
					9	Against	Combined CEO/Chair
					11	Against	Insufficient basis to support a decision
					12	Against	Insufficient basis to support a decision
					13	Against	Pay is misaligned with EOS remuneration principles
14	Against	Pay is misaligned with EOS remuneration principles					

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale for Absention or Vote Against
					15	Against	Pay is misaligned with EOS remuneration principles
					17	Against	Pay is misaligned with EOS remuneration principles
					18	Against	Pay is misaligned with EOS remuneration principles
					23	Against	Issue of equity raises concerns about excessive dilution of existing shareholders
					24	Against	Issue of equity raises concerns about excessive dilution of existing shareholders
					25	Against	Issue of equity raises concerns about excessive dilution of existing shareholders
					26	Against	Issue of equity raises concerns about excessive dilution of existing shareholders
					28	Against	Pay is misaligned with EOS remuneration principles
FR0000120321	L'Oreal SA	France	21-04-2023	Mix	7	Against	Pay is misaligned with EOS remuneration principles
					8	Against	Pay is misaligned with EOS remuneration principles
					12	Against	Pay is misaligned with EOS remuneration principles
NL0011821202	ING Groep NV	Netherlands	24-04-2023	Annual	All	For	
GB00BJFFLV09	Croda International Plc	United Kingdom	26-04-2023	Annual	2	Against	Pay is misaligned with EOS remuneration principles
NL0010273215	ASML Holding NV	Netherlands	26-04-2023	Annual	3a	Against	Pay is misaligned with EOS remuneration principles
US4781601046	Johnson & Johnson	USA	27-04-2023	Annual	1c	Against	Concerns regarding auditor tenure
					4	Against	Concerns regarding auditor tenure
					6	Against	Shareholder proposal promotes better management of ESG opportunities and risks, shareholder proposal promotes transparency
					7	Against	Shareholder proposal promotes better management of ESG opportunities and risks, shareholder proposal promotes transparency
					8	Against	Shareholder proposal promotes better management of ESG opportunities and risks, shareholder proposal promotes transparency
GB00B0SWJX34	London Stock Exchange Group Plc	United Kingdom	27-04-2023	Annual	4	Against	Pay is misaligned with EOS remuneration principles
SE0015961909	Hexagon AB	Sweden	02-05-2023	Annual	12.1	Against	Lack of independence on board
					12.3	Against	Lack of independence on board, concerns related to inappropriate membership of committees

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale for Absention or Vote Against
US5926881054	Mettler-Toledo International Inc.	USA	04-05-2023	Annual	1.7	Against	Concerns related to approach to board diversity
FR0000121972	Schneider Electric SE	France	04-05-2023	Mix	5	Against	Pay is misaligned with EOS remuneration principles
CH0013841017	Lonza Group AG	Switzerland	05-05-2023	Annual	All	For	
US0846707026	Berkshire Hathaway Inc.	USA	06-05-2023	Annual	1.6	Withhold	Concerns related to approach to board gender diversity, concerns related to shareholder value, inadequate management of climate-related risks, concerns about remuneration committee performance.
					1.7	Withhold	Concerns related to approach to board gender diversity, concerns related to shareholder value, inadequate management of climate-related risks, concerns about remuneration committee performance
					1.8	Withhold	Inadequate management of climate-related risks, insufficient consideration of climate change in audit and accounts
					1.9	Withhold	Inadequate management of climate-related risks, insufficient consideration of climate change in audit and accounts
					1.10	Withhold	Concerns related to approach to board gender diversity, concerns related to shareholder value, inadequate management of climate-related risks, concerns about remuneration committee performance
					1.14	Withhold	Inadequate management of climate-related risks, insufficient consideration of climate change in audit and accounts
					1.15	Withhold	Inadequate management of climate-related risks, insufficient consideration of climate change in audit and accounts
					3	One Year	Annual vote provides for greater shareholder oversight
					4	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					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 better management of ESG opportunities and risks					
CA89072T1021	Topicus.com Inc.	Canada	08-05-2023	Annual	1.3	Withhold	Lack of independent representation at board committees, concerns related to board ethnic and/or racial diversity, combined CEO/Chair
CA21037X1006	Constellation Software Inc.	Canada	08-05-2023	Annual	1.5	Withhold	Concerns related to board ethnic and/or racial diversity



Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale for Absention or Vote Against
US2358511028	Danaher Corporation	USA	09-05-2023	Annual	1c	Against	Concerns related to succession planning
					1k	Against	Concerns to protect shareholder value
					5	Against	Shareholder proposal promotes appropriate accountability or incentivisation
					6	Against	Shareholder proposal promotes better management of SEE opportunities and risks
NL0000395903	Wolters Kluwer NV	Netherlands	10-05-2023	Annual	2.c	Against	Pay is misaligned with EOS remuneration principles
					6.b	Against	Concerns to protect shareholder value
NL0012969182	Adyen NV	Netherlands	11-05-2023	Annual	13	Against	Concerns to protect shareholder value
					14	Against	Concerns to protect shareholder value
US2547091080	Discover Financial Services	USA	11-05-2023	Annual	All	For	
FR0010908533	Edenred SA	France	11-05-2023	Mix	All	For	
NL0000334118	ASM International NV	Netherlands	15-05-2023	Annual	7	Against	Concerns to protect shareholder value
					10b	Against	Concerns to protect shareholder value
FR0000131104	BNP Paribas SA	France	16-05-2023	Mix	12	Against	Pay is misaligned with EOS remuneration principles
					15	Against	Pay is misaligned with EOS remuneration principles
FR0000121667	EssilorLuxottica SA	France	17-05-2023	Mix	8	Against	Pay is misaligned with EOS remuneration principles
					9	Against	Pay is misaligned with EOS remuneration principles
					11	Against	Pay is misaligned with EOS remuneration principles
					12	Against	Pay is misaligned with EOS remuneration principles
KYG875721634	Tencent Holdings Limited	Cayman Islands	17-05-2023	Annual	5	Against	A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash consideration and issuances for non-cash consideration.
KYG875721634	Tencent Holdings Limited	Cayman Islands	17-05-2023	Extraordinary	1a	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale for Absention or Vote Against
					1b	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
					1c	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
					2	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
					3	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale for Absention or Vote Against
					4a	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
					4b	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
					4c	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
					5	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.

Security Identifier	Company Name	Country	Meeting Date	Meeting Type	Resolution Number	How We Voted	Rationale for Absention or Vote Against
					6	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
					7	Against	A vote AGAINST these resolutions is warranted because the company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital, the company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme, the directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
US12514G1085	CDW Corporation	USA	18-05-2023	Annual	1g	Against	Concerns about remuneration committee performance
					2	Against	High variable pay ratio, options/PSUs vest in less than 36 months
HK0000069689	AIA Group Limited	Hong Kong	18-05-2023	Annual	3	Against	Concerns related to succession planning, concerns related to approach to board gender diversity, lack of independence on board
					4	Against	Concerns related to succession planning, lack of independence on board
US0320951017	Amphenol Corporation	USA	18-05-2023	Annual	1.5	Against	Concerns about remuneration committee performance
					3	Against	Low shareholding requirement
					5	Against	Shareholder proposal promotes transparency
DE0006452907	Nemetschek SE	Germany	23-05-2023	Annual	8	Against	Pay is misaligned with EOS remuneration principles
US0231351067	Amazon.com, Inc.	USA	24-05-2023	Annual	1e	Against	Concerns about human rights
					1g	Against	Concerns about remuneration committee performance
					3	Against	Insufficient action taken on low say-on-pay results, insufficient disclosure
					6	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					7	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 for Absention or Vote Against
					8	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					10	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					11	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					12	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					13	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					16	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					18	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					21	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					22	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					23	Against	Shareholder proposal promotes better management of ESG opportunities and risks
US03027X1000	American Tower Corporation	USA	24-05-2023	Annual	All	For	
NL0000226223	STMicroelectronics NV	Netherlands	24-05-2023	Annual	3	Against	Pay is misaligned with EOS remuneration principles
US8835561023	Thermo Fisher Scientific Inc.	USA	24-05-2023	Annual	1k	Against	Concerns about remuneration committee performance
					2	Against	High CEO to average NEO pay, high variable pay ratio, excessive CEO pay, options/PSUs vest in less than 36 months
FR0014003TT8	Dassault Systemes SA	France	24-05-2023	Mix	6	Against	Pay is misaligned with EOS remuneration principles
					9	Against	Pay is misaligned with EOS remuneration principles
CH0024608827	Partners Group Holding AG	Switzerland	24-05-2023	Annual	8	Against	Insufficient/poor disclosure
US45167R1041	IDEX Corporation	USA	25-05-2023	Annual	1b	Against	We would like Director Beck to be re-elected due to his experience managing Industrial businesses and his time at Danaher
					5	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 for Absention or Vote Against
US30303M1027	Meta Platforms, Inc.	USA	31-05-2023	Annual	1.1	Withhold	Concerns about remuneration committee performance, concerns to protect shareholder value
					1.2	Withhold	Concerns about remuneration committee performance, concerns to protect shareholder value
					1.5	Withhold	Lack of independence on board
					4	Against	Shareholder proposal promotes enhanced shareholder rights
					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 better management of ESG opportunities and risks
					8	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					10	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					11	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					13	Against	Shareholder proposal promotes appropriate accountability or incentivisation
US81762P1021	ServiceNow, Inc.	USA	01-06-2023	Annual	2	Against	Excessive CEO pay
US02079K3059	Alphabet Inc.	USA	02-06-2023	Annual	1g	Against	Strong proven track record in the company
					1i	Against	Strong proven track record in the company
					1k	Against	Strong proven track record in the company
					3	Against	Pay is misaligned with EOS remuneration principles
					4	Against	Excessive CEO pay
					5	One Year	Annual vote provides for greater shareholder oversight
					6	Against	Shareholder proposal promotes transparency
					8	Against	Shareholder proposal promotes better management of ESG opportunities and risks
10	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 for Absention or Vote Against
					11	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					12	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					13	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					15	Against	Shareholder proposal promotes better management of ESG opportunities and risks
					18	Against	Shareholder proposal promotes enhanced shareholder rights
US91324P1021	UnitedHealth Group Incorporated	USA	05-06-2023	Annual	6	Against	Shareholder proposal promotes transparency
US8740391003	Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	06-06-2023	Annual	All	For	
GB00BP6S8Z30	Oxford Nanopore Technologies Plc	United Kingdom	12-06-2023	Annual	2	Against	Pay is misaligned with EOS remuneration principles
US7766961061	Roper Technologies, Inc.	USA	13-06-2023	Annual	All	For	
CA13646K1084	Canadian Pacific Kansas City Limited	Canada	15-06-2023	Annual	2	Against	Pay is misaligned with EOS remuneration principles
					4.9	Against*	Concerns about remuneration committee performance
ES0109067019	Amadeus IT Group SA	Spain	20-06-2023	Annual	All	For	

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