

Vote Summary

CTS EVENTIM AG & CO. KGAA

Security	D1648T108	Meeting Type	ExtraOrdinary General Meeting
Ticker Symbol		Meeting Date	13-Jan-2021
ISIN	DE0005470306	Agenda	713437160 - Management
Record Date	22-Dec-2020	Holding Recon Date	22-Dec-2020
City / Country	TBD / Germany	Vote Deadline Date	04-Jan-2021
SEDOL(s)	5881857 - B28GN48 - BDQZL39 - BHZLFY5	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	PLEASE NOTE THAT SHAREHOLDER DETAILS ARE REQUIRED TO VOTE AT THIS MEETING. IF-NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTION MAY CARRY A HEIGHTENED-RISK OF BEING REJECTED. THANK YOU	Non-Voting			
CMMT	FROM 10TH FEBRUARY, BROADRIDGE WILL CODE ALL AGENDAS FOR GERMAN MEETINGS IN-ENGLISH ONLY. IF YOU WISH TO SEE THE AGENDA IN GERMAN, THIS WILL BE MADE-AVAILABLE AS A LINK UNDER THE 'MATERIAL URL' DROPDOWN AT THE TOP OF THE-BALLOT. THE GERMAN AGENDAS FOR ANY EXISTING OR PAST MEETINGS WILL REMAIN IN-PLACE. FOR FURTHER INFORMATION, PLEASE CONTACT YOUR CLIENT SERVICE-REPRESENTATIVE	Non-Voting			
CMMT	ACCORDING TO GERMAN LAW, IN CASE OF SPECIFIC CONFLICTS OF INTEREST IN-CONNECTION WITH SPECIFIC ITEMS OF THE AGENDA FOR THE GENERAL MEETING YOU ARE-NOT ENTITLED TO EXERCISE YOUR VOTING RIGHTS. FURTHER, YOUR VOTING RIGHT MIGHT-BE EXCLUDED WHEN YOUR SHARE IN VOTING RIGHTS HAS REACHED CERTAIN THRESHOLDS-AND YOU HAVE NOT COMPLIED WITH ANY OF YOUR MANDATORY VOTING RIGHTS-NOTIFICATIONS PURSUANT TO THE GERMAN SECURITIES TRADING ACT (WPHG). FOR-QUESTIONS IN THIS REGARD PLEASE CONTACT YOUR CLIENT SERVICE REPRESENTATIVE-FOR CLARIFICATION. IF YOU DO NOT HAVE ANY INDICATION REGARDING SUCH CONFLICT-OF INTEREST, OR ANOTHER EXCLUSION FROM VOTING, PLEASE SUBMIT YOUR VOTE AS-USUAL	Non-Voting			

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CMMT	INFORMATION ON COUNTER PROPOSALS CAN BE FOUND DIRECTLY ON THE ISSUER'S-WEBSITE (PLEASE REFER TO THE MATERIAL URL SECTION OF THE APPLICATION). IF YOU-WISH TO ACT ON THESE ITEMS, YOU WILL NEED TO REQUEST A MEETING ATTEND AND-VOTE YOUR SHARES DIRECTLY AT THE COMPANY'S MEETING. COUNTER PROPOSALS CANNOT-BE REFLECTED ON THE BALLOT ON PROXYEDGE	Non-Voting			
1	APPROVE ISSUANCE OF WARRANTS/BONDS WITH WARRANTS ATTACHED/CONVERTIBLE BONDS WITH PARTIAL EXCLUSION OF PREEMPTIVE RIGHTS UP TO AGGREGATE NOMINAL AMOUNT OF EUR 800 MILLION; APPROVE CREATION OF EUR 19.2 MILLION POOL OF CAPITAL TO GUARANTEE CONVERSION RIGHTS	Management	For	For	For
2	APPROVE CREATION OF EUR 19.2 MILLION POOL OF CAPITAL WITH PARTIAL EXCLUSION OF PREEMPTIVE RIGHTS	Management	For	For	For
CMMT	07 DEC 2020: INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE-CLASSIFIED AS AN INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE-II, YOU SHOULD BE PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE-VOTE INSTRUCTION LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF-DATA TO BROADRIDGE OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED-CLIENT SERVICE REPRESENTATIVE FOR ASSISTANCE. THANK YOU.	Non-Voting			
CMMT	07 DEC 2020: PLEASE NOTE THAT THIS IS A REVISION DUE TO ADDITION OF COMMENT.-IF YOU HAVE ALREADY SENT IN YOUR VOTES, PLEASE DO NOT VOTE AGAIN UNLESS YOU-DECIDE TO AMEND YOUR ORIGINAL INSTRUCTIONS. THANK YOU.	Non-Voting			

Vote Summary

ACCENTURE PLC

Security	G1151C101	Meeting Type	Annual
Ticker Symbol	ACN	Meeting Date	03-Feb-2021
ISIN	IE00B4BNMY34	Agenda	935318128 - Management
Record Date	07-Dec-2020	Holding Recon Date	07-Dec-2020
City / Country	/ United States	Vote Deadline Date	02-Feb-2021
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	Appointment of Director: Jaime Ardila	Management	For	For	For
1B.	Appointment of Director: Herbert Hainer	Management	For	For	For
1C.	Appointment of Director: Nancy McKinstry	Management	For	For	For
1D.	Appointment of Director: Beth E. Mooney	Management	For	For	For
1E.	Appointment of Director: Gilles C. Pélisson	Management	For	For	For
1F.	Appointment of Director: Paula A. Price	Management	For	For	For
1G.	Appointment of Director: Venkata (Murthy) Renduchintala	Management	For	For	For
1H.	Appointment of Director: David Rowland	Management	For	For	For
1I.	Appointment of Director: Arun Sarin	Management	For	For	For
1J.	Appointment of Director: Julie Sweet	Management	For	For	For
1K.	Appointment of Director: Frank K. Tang	Management	For	For	For
1L.	Appointment of Director: Tracey T. Travis	Management	For	For	For
2.	To approve, in a non-binding vote, the compensation of our named executive officers.	Management	For	For	For
3.	To ratify, in a non-binding vote, the appointment of KPMG LLP ("KPMG") as independent auditors of Accenture and to authorize, in a binding vote, the Audit Committee of the Board of Directors to determine KPMG's remuneration.	Management	For	For	For
4.	To grant the Board of Directors the authority to issue shares under Irish law.	Management	For	For	For
5.	To grant the Board of Directors the authority to opt-out of pre-emption rights under Irish law.	Management	For	For	For
6.	To determine the price range at which Accenture can re-allot shares that it acquires as treasury shares under Irish law.	Management	For	For	For

Vote Summary

SAGE GROUP PLC

Security	G7771K142	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	04-Feb-2021
ISIN	GB00B8C3BL03	Agenda	713447212 - Management
Record Date		Holding Recon Date	02-Feb-2021
City / Country	LONDON / United Kingdom	Vote Deadline Date	29-Jan-2021
SEDOL(s)	B8C3BL0 - B979392 - BKSG3G6	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	TO RECEIVE THE ANNUAL REPORT AND ACCOUNTS OF THE COMPANY TOGETHER WITH THE REPORTS OF THE DIRECTORS AND OF THE COMPANY'S AUDITORS FOR THE FINANCIAL YEAR ENDED 30 SEPTEMBER 2020	Management	For	For	For
2	TO APPROVE THE DIRECTORS' REMUNERATION REPORT FOR THE FINANCIAL YEAR ENDED 30 SEPTEMBER 2020, SET OUT ON PAGES 120 TO 148 OF THE FY20 ANNUAL REPORT AND ACCOUNTS (EXCLUDING THE PART SUMMARISING THE DIRECTORS' REMUNERATION POLICY, WHICH IS ON PAGES 128 TO 132)	Management	For	For	For
3	TO DECLARE A FINAL DIVIDEND RECOMMENDED BY THE DIRECTORS OF 11.32 PENCE PER ORDINARY SHARE FOR THE FINANCIAL YEAR ENDED 30 SEPTEMBER 2020 TO BE PAID ON 11 FEBRUARY 2021 TO MEMBERS WHOSE NAMES APPEAR ON THE REGISTER OF MEMBERS AT THE CLOSE OF BUSINESS ON 15 JANUARY 2021	Management	For	For	For
4	THAT SANGEETA ANAND BE ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For
5	THAT IRANA WASTI BE ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For
6	THAT SIR DONALD BRYDON BE RE-ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For
7	THAT DR JOHN BATES BE RE-ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For
8	THAT JONATHAN BEWES BE RE-ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For
9	THAT ANNETTE COURT BE RE-ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For

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10	THAT DRUMMOND HALL BE RE-ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For
11	THAT STEVE HARE BE RE-ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For
12	THAT JONATHAN HOWELL BE RE-ELECTED AS A DIRECTOR OF THE COMPANY	Management	For	For	For
13	TO RE-APPOINT ERNST & YOUNG LLP AS AUDITORS TO THE COMPANY TO HOLD OFFICE UNTIL THE CONCLUSION OF THE NEXT GENERAL MEETING AT WHICH ACCOUNTS ARE LAID BEFORE THE COMPANY	Management	For	For	For
14	THAT THE AUDIT AND RISK COMMITTEE OF THE BOARD BE AUTHORISED TO DETERMINE AND AGREE THE REMUNERATION OF THE AUDITORS TO THE COMPANY	Management	For	For	For
15	THAT, IN ACCORDANCE WITH SECTION 366 OF THE COMPANIES ACT 2006, THE COMPANY AND ALL COMPANIES THAT ARE SUBSIDIARIES OF THE COMPANY AT ANY TIME DURING THE PERIOD FOR WHICH THIS RESOLUTION HAS EFFECT ARE AUTHORISED TO: (A) MAKE POLITICAL DONATIONS TO POLITICAL PARTIES OR INDEPENDENT ELECTION CANDIDATES NOT EXCEEDING GBP 100,000 IN TOTAL; (B) MAKE POLITICAL DONATIONS TO POLITICAL ORGANISATIONS OTHER THAN POLITICAL PARTIES NOT EXCEEDING GBP 100,000 IN TOTAL; AND (C) INCUR POLITICAL EXPENDITURE NOT EXCEEDING GBP 100,000 IN TOTAL, PROVIDED THAT THE AGGREGATE AMOUNT OF ANY SUCH DONATIONS AND EXPENDITURE SHALL NOT EXCEED GBP 100,000 IN TOTAL, DURING THE PERIOD BEGINNING WITH THE DATE OF THE PASSING OF THIS RESOLUTION AND ENDING AT THE CONCLUSION OF THE NEXT ANNUAL GENERAL MEETING OF THE COMPANY AFTER THE PASSING OF THIS RESOLUTION OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022. FOR THE PURPOSE OF THIS RESOLUTION THE TERMS "POLITICAL DONATIONS", "POLITICAL PARTIES", "INDEPENDENT ELECTION CANDIDATES", "POLITICAL ORGANISATIONS" AND "POLITICAL EXPENDITURE" HAVE THE MEANINGS SET OUT IN SECTIONS 363 TO 365 OF THE COMPANIES ACT 2006	Management	For	For	For

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16	<p>THAT THE EXISTING THE SAGE GROUP PLC 2019 RESTRICTED SHARE PLAN ("RSP") AND THE SAGE GROUP PLC 2015 PERFORMANCE SHARE PLAN ("PSP") (TOGETHER, THE "DISCRETIONARY SHARE PLANS") BE AMENDED TO INCLUDE THE ADOPTION OF A FRENCH APPENDIX (UNDER THE RSP) / SCHEDULE (UNDER THE PSP) (THE "FRENCH APPENDIX" AND "FRENCH SCHEDULE" RESPECTIVELY) WHICH ARE BASED ON THE TERMS OF THE RELEVANT DISCRETIONARY SHARE PLAN SAVE WHERE MODIFIED, IN ORDER TO FALL WITHIN THE SCOPE OF THE "LOI MACRON" AND BENEFIT FROM THE APPLICABLE TAX ADVANTAGES, AND/OR TO TAKE ACCOUNT OF LOCAL LAWS IN FRANCE, AND ARE HEREBY ADOPTED BY THE COMPANY, AND THE DIRECTORS BE AND ARE HEREBY AUTHORISED TO DO ALL SUCH ACTS AND THINGS NECESSARY TO GIVE EFFECT TO THE SAME</p>	Management	For	For	For
17	<p>THAT: (A) THE DIRECTORS BE AND ARE HEREBY GENERALLY AND UNCONDITIONALLY AUTHORISED IN ACCORDANCE WITH ARTICLE 7 OF THE COMPANY'S ARTICLES OF ASSOCIATION AND SECTION 551 OF THE COMPANIES ACT 2006 TO EXERCISE ALL THE POWERS OF THE COMPANY TO ALLOT SHARES IN THE COMPANY OR GRANT RIGHTS TO SUBSCRIBE FOR, OR CONVERT ANY SECURITY INTO, SHARES IN THE COMPANY: (I) UP TO A MAXIMUM NOMINAL AMOUNT OF GBP 3,830,707.75 (SUCH AMOUNT TO BE REDUCED BY THE NOMINAL AMOUNT OF ANY EQUITY SECURITIES (AS DEFINED IN ARTICLE 8 OF THE COMPANY'S ARTICLES OF ASSOCIATION) ALLOTTED UNDER PARAGRAPH (II) BELOW IN EXCESS OF GBP 3,830,707.75); AND (II) COMPRISING EQUITY SECURITIES (AS DEFINED IN ARTICLE 8 OF THE COMPANY'S ARTICLES OF ASSOCIATION) UP TO A MAXIMUM NOMINAL AMOUNT OF GBP 7,661,415.50 (SUCH AMOUNT TO BE REDUCED BY ANY SHARES ALLOTTED OR RIGHTS GRANTED UNDER PARAGRAPH (I) ABOVE) IN CONNECTION WITH AN OFFER BY WAY OF A RIGHTS ISSUE (AS DEFINED IN ARTICLE 8 OF THE COMPANY'S</p>	Management	For	For	For

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ARTICLES OF ASSOCIATION); (B) THIS AUTHORITY SHALL EXPIRE AT THE CONCLUSION OF THE NEXT ANNUAL GENERAL MEETING OF THE COMPANY AFTER THE PASSING OF THIS RESOLUTION, OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022; AND (C) ALL PREVIOUS UNUTILISED AUTHORITIES UNDER SECTION 551 OF THE COMPANIES ACT 2006 SHALL CEASE TO HAVE EFFECT (SAVE TO THE EXTENT THAT THE SAME ARE EXERCISABLE PURSUANT TO SECTION 551(7) OF THE COMPANIES ACT 2006 BY REASON OF ANY OFFER OR AGREEMENT MADE PRIOR TO THE DATE OF THIS RESOLUTION WHICH WOULD OR MIGHT REQUIRE SHARES TO BE ALLOTTED OR RIGHTS TO BE GRANTED ON OR AFTER THAT DATE)					
18 THAT: (A) IN ACCORDANCE WITH ARTICLE 8 OF THE COMPANY'S ARTICLES OF ASSOCIATION, THE DIRECTORS BE GIVEN POWER TO ALLOT EQUITY SECURITIES FOR CASH AS IF SECTION 561 OF THE COMPANIES ACT 2006 DID NOT APPLY; (B) THE POWER UNDER PARAGRAPH (A) ABOVE (OTHER THAN IN CONNECTION WITH A RIGHTS ISSUE, AS DEFINED IN ARTICLE 8 OF THE COMPANY'S ARTICLES OF ASSOCIATION) SHALL BE LIMITED TO THE ALLOTMENT OF EQUITY SECURITIES HAVING A NOMINAL AMOUNT NOT EXCEEDING IN AGGREGATE GBP 575,181.34; (C) THIS AUTHORITY SHALL EXPIRE AT THE CONCLUSION OF THE NEXT ANNUAL GENERAL MEETING OF THE COMPANY AFTER THE PASSING OF THIS RESOLUTION OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022	Management	For	For	For	
19 THAT: (A) IN ADDITION TO ANY AUTHORITY GRANTED UNDER RESOLUTION 18, THE DIRECTORS BE AUTHORISED: (I) SUBJECT TO THE PASSING OF RESOLUTION 17, TO ALLOT EQUITY SECURITIES (AS DEFINED IN SECTION 560 OF THE COMPANIES ACT 2006) FOR CASH PURSUANT TO THE AUTHORITY CONFERRED ON THEM BY THAT RESOLUTION UNDER SECTION 551 OF THAT ACT; AND (II) TO ALLOT EQUITY SECURITIES AS DEFINED IN SECTION 560(3) OF THAT ACT (SALE OF	Management	For	For	For	

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TREASURY SHARES) FOR CASH, IN EITHER CASE AS IF SECTION 561 OF THAT ACT DID NOT APPLY TO THE ALLOTMENT OR SALE, BUT THIS POWER SHALL BE: (A) LIMITED TO THE ALLOTMENT OF EQUITY SECURITIES UP TO A MAXIMUM NOMINAL AMOUNT OF GBP 575,181.34; AND (B) USED ONLY FOR THE PURPOSES OF FINANCING (OR REFINANCING, IF THE AUTHORITY IS TO BE USED WITHIN SIX MONTHS AFTER THE ORIGINAL TRANSACTION) A TRANSACTION WHICH THE BOARD OF THE COMPANY DETERMINES TO BE AN ACQUISITION OR OTHER CAPITAL INVESTMENT OF A KIND CONTEMPLATED BY THE STATEMENT OF PRINCIPLES ON DISAPPLYING PRE-EMPTION RIGHTS MOST RECENTLY PUBLISHED BY THE PRE-EMPTION GROUP PRIOR TO THE DATE OF THIS DOCUMENT; (B) THIS POWER SHALL EXPIRE AT THE CONCLUSION OF THE NEXT ANNUAL GENERAL MEETING OF THE COMPANY AFTER THE PASSING OF THIS RESOLUTION OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022; AND (C) THE COMPANY MAY, BEFORE THIS POWER EXPIRES, MAKE AN OFFER OR ENTER INTO AN AGREEMENT, WHICH WOULD OR MIGHT REQUIRE EQUITY SECURITIES TO BE ALLOTTED AFTER IT EXPIRES, AND THE DIRECTORS MAY ALLOT EQUITY SECURITIES IN PURSUANCE OF SUCH OFFER OR AGREEMENT AS IF THIS POWER HAD NOT EXPIRED

20	THAT IN ACCORDANCE WITH SECTION 701 OF THE COMPANIES ACT 2006, THE COMPANY BE AND IS HEREBY GRANTED GENERAL AND UNCONDITIONAL AUTHORITY TO MAKE ONE OR MORE MARKET PURCHASES (WITHIN THE MEANING OF SECTION 693 OF THE COMPANIES ACT 2006) OF ORDINARY SHARES IN THE CAPITAL OF THE COMPANY ON SUCH TERMS AND IN SUCH MANNER AS THE DIRECTORS SHALL DETERMINE PROVIDED THAT: (A) THE MAXIMUM NUMBER OF ORDINARY SHARES WHICH MAY BE ACQUIRED PURSUANT TO THIS AUTHORITY IS 109,355,465 ORDINARY SHARES IN THE CAPITAL OF THE COMPANY; (B) THE MINIMUM PRICE WHICH MAY BE PAID FOR EACH SUCH ORDINARY SHARE (EXCLUSIVE OF ALL	Management	For	For	For
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EXPENSES) IS ITS NOMINAL VALUE; (C) THE MAXIMUM PRICE WHICH MAY BE PAID FOR EACH SUCH ORDINARY SHARE (EXCLUSIVE OF ALL EXPENSES) SHALL NOT BE MORE THAN THE HIGHER OF: (I) AN AMOUNT EQUAL TO 105% OF THE AVERAGE OF THE MIDDLE MARKET PRICES SHOWN IN THE QUOTATIONS FOR THE ORDINARY SHARES IN THE LONDON STOCK EXCHANGE DAILY OFFICIAL LIST FOR THE FIVE BUSINESS DAYS IMMEDIATELY PRECEDING THE DAY ON WHICH THAT ORDINARY SHARE IS PURCHASED; AND (II) AN AMOUNT EQUAL TO THE HIGHER OF THE PRICE OF THE LAST INDEPENDENT TRADE OF AN ORDINARY SHARE AND THE HIGHEST CURRENT INDEPENDENT BID FOR AN ORDINARY SHARE ON THE TRADING VENUE WHERE THE PURCHASE IS CARRIED OUT; (D) THIS AUTHORITY SHALL EXPIRE AT THE CONCLUSION OF THE NEXT ANNUAL GENERAL MEETING OF THE COMPANY AFTER THE PASSING OF THIS RESOLUTION, OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022 UNLESS RENEWED BEFORE THAT TIME; AND (E) THE COMPANY MAY MAKE A CONTRACT OR CONTRACTS TO PURCHASE ORDINARY SHARES UNDER THIS AUTHORITY BEFORE ITS EXPIRY WHICH WILL BE OR MAY BE EXECUTED WHOLLY OR PARTLY AFTER EXPIRY OF THIS AUTHORITY AND MAY MAKE A PURCHASE OF ORDINARY SHARES IN PURSUANCE OF SUCH CONTRACT

21	THAT A GENERAL MEETING (OTHER THAN AN ANNUAL GENERAL MEETING) MAY BE CALLED ON NOT LESS THAN 14 CLEAR DAYS' NOTICE	Management	For	For	For
22	THAT WITH EFFECT FROM THE CONCLUSION OF THE ANNUAL GENERAL MEETING, THE ARTICLES OF ASSOCIATION PRODUCED TO THE MEETING AND FOR THE PURPOSE OF IDENTIFICATION INITIALLED BY THE CHAIRMAN OF THE MEETING BE ADOPTED AS THE ARTICLES OF ASSOCIATION OF THE COMPANY IN SUBSTITUTION FOR, AND TO THE EXCLUSION OF, THE EXISTING ARTICLES OF ASSOCIATION	Management	For	For	For

Vote Summary

COMPASS GROUP PLC

Security	G23296208	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	04-Feb-2021
ISIN	GB00BD6K4575	Agenda	713451021 - Management
Record Date		Holding Recon Date	02-Feb-2021
City / Country	CHERTS / United EY Kingdom	Vote Deadline Date	29-Jan-2021
SEDOL(s)	BD6K457 - BKSG3Q6 - BZBYF99	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	RECEIVE AND ADOPT THE DIRECTORS' ANNUAL REPORT AND ACCOUNTS AND THE AUDITOR'S REPORT THEREON	Management	For	For	For
2	RECEIVE AND ADOPT THE REMUNERATION POLICY	Management	For	For	For
3	RECEIVE AND ADOPT THE DIRECTORS' REMUNERATION REPORT	Management	For	For	For
4	ELECT IAN MEAKINS AS A DIRECTOR	Management	For	For	For
5	RE-ELECT DOMINIC BLAKEMORE AS A DIRECTOR	Management	For	For	For
6	RE-ELECT GARY GREEN AS A DIRECTOR	Management	For	For	For
7	RE-ELECT KAREN WITTS AS A DIRECTOR	Management	For	For	For
8	RE-ELECT CAROL ARROWSMITH AS A DIRECTOR	Management	For	For	For
9	RE-ELECT JOHN BASON AS A DIRECTOR	Management	For	For	For
10	RE-ELECT STEFAN BOMHARD AS A DIRECTOR	Management	For	For	For
11	RE-ELECT JOHN BRYANT AS A DIRECTOR	Management	For	For	For
12	RE-ELECT ANNE-FRANCOISE NESMES AS A DIRECTOR	Management	For	For	For
13	RE-ELECT NELSON SILVA AS A DIRECTOR	Management	For	For	For
14	RE-ELECT IREENA VITTAL AS A DIRECTOR	Management	For	For	For
15	REAPPOINT KPMG LLP AS AUDITOR	Management	For	For	For
16	AUTHORISE THE AUDIT COMMITTEE TO AGREE THE AUDITOR'S REMUNERATION	Management	For	For	For
17	DONATIONS TO POLITICAL ORGANISATIONS	Management	For	For	For
18	AUTHORITY TO ALLOT SHARES	Management	For	For	For
19	AUTHORITY TO ALLOT SHARES FOR CASH	Management	For	For	For

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20	ADDITIONAL AUTHORITY TO ALLOT SHARES FOR CASH IN LIMITED CIRCUMSTANCES	Management	For	For	For
21	AUTHORITY TO PURCHASE SHARES	Management	For	For	For
22	ADOPTION OF ARTICLES OF ASSOCIATION	Management	For	For	For
23	REDUCE GENERAL MEETING NOTICE PERIODS: TO AUTHORISE THE DIRECTORS TO CALL A GENERAL MEETING OF THE COMPANY, OTHER THAN AN ANNUAL GENERAL MEETING, ON NOT LESS THAN 14 CLEAR WORKING DAYS' NOTICE, PROVIDED THAT THIS AUTHORITY SHALL EXPIRE AT THE CONCLUSION OF THE NEXT ANNUAL GENERAL MEETING OF THE COMPANY AFTER THE DATE OF THE PASSING OF THIS RESOLUTION	Management	For	For	For
CMMT	16 DEC 2020: PLEASE NOTE THAT THIS IS A REVISION DUE TO MODIFICATION OF THE-TEXT OF RESOLUTION 23. IF YOU HAVE ALREADY SENT IN YOUR VOTES, PLEASE DO NOT-VOTE AGAIN UNLESS YOU DECIDE TO AMEND YOUR ORIGINAL INSTRUCTIONS. THANK YOU	Non-Voting			

Vote Summary

EUROMONEY INSTITUTIONAL INVESTOR PLC

Security	G31556122	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	11-Feb-2021
ISIN	GB0006886666	Agenda	713455269 - Management
Record Date		Holding Recon Date	09-Feb-2021
City / Country	TBD / United Kingdom	Vote Deadline Date	05-Feb-2021
SEDOL(s)	0688666 - B032GH1 - B8P3PW6	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	TO RECEIVE AND ADOPT THE COMPANY'S ANNUAL REPORT AND ACCOUNTS FOR THE FINANCIAL YEAR ENDED 30 SEPTEMBER 2020	Management	For	For	For
2	TO APPROVE THE DIRECTORS REMUNERATION REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2020	Management	Against	For	Against
3	TO DECLARE A FINAL DIVIDEND FOR THE YEAR ENDED 30 SEPTEMBER 2020 OF 11.4 PENCE ON EACH ORDINARY SHARE OF 0.25 PENCE EACH	Management	For	For	For
4	TO RE-ELECT LESLIE VAN DE WALLE AS A NON-EXECUTIVE DIRECTOR	Management	For	For	For
5	TO RE-ELECT ANDREW RASHBASS AS AN EXECUTIVE DIRECTOR	Management	For	For	For
6	TO RE-ELECT WENDY PALLOT AS AN EXECUTIVE DIRECTOR	Management	For	For	For
7	TO RE-ELECT JAN BABIAK AS A NON-EXECUTIVE DIRECTOR	Management	For	For	For
8	TO RE-ELECT COLIN DAY AS A NON-EXECUTIVE DIRECTOR	Management	For	For	For
9	TO RE-ELECT IMOGEN JOSS AS A NON-EXECUTIVE DIRECTOR	Management	For	For	For
10	TO RE-ELECT TIM PENNINGTON AS A NON-EXECUTIVE DIRECTOR	Management	For	For	For
11	TO RE-ELECT LORNA TILBIAN AS A NON-EXECUTIVE DIRECTOR	Management	For	For	For
12	TO REAPPOINT PRICEWATERHOUSECOOPERS LLP AS AUDITOR OF THE COMPANY	Management	For	For	For
13	TO AUTHORISE THE DIRECTORS TO AGREE THE AUDITORS REMUNERATION	Management	For	For	For
14	TO AUTHORISE THE DIRECTORS TO ALLOT RELEVANT SECURITIES	Management	For	For	For
15	TO APPROVE THE DIRECTORS REMUNERATION POLICY FOR THE YEAR ENDED 30 SEPTEMBER 2020	Management	Against	For	Against

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16	TO AUTHORISE THE DIRECTORS TO DISAPPLY THE STATUTORY PRE-EMPTION RIGHTS IN CONNECTION WITH A RIGHTS ISSUE OR UP TO 5 PERCENT OF SHARE CAPITAL	Management	For	For	For
17	TO AUTHORISE THE DIRECTORS TO DISAPPLY THE STATUTORY PRE-EMPTION RIGHTS - ADDITIONAL 5 PERCENT OF SHARE CAPITAL FOR THE PURPOSES OF AN ACQUISITION OR OTHER INVESTMENT	Management	For	For	For
18	TO AUTHORISE THE COMPANY TO PURCHASE ITS OWN ORDINARY SHARES UP TO 10 PERCENT OF ISSUED SHARE CAPITAL	Management	For	For	For
19	TO ADOPT THE NEW ARTICLES OF ASSOCIATION	Management	For	For	For
20	TO AUTHORISE THE DIRECTORS TO CALL ANY GENERAL MEETING OF THE COMPANY ON 14 CLEAR DAYS NOTICE	Management	For	For	For

Vote Summary

SIEMENS HEALTHINEERS AG

Security	D6T479107	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	12-Feb-2021
ISIN	DE000SHL1006	Agenda	713496330 - Management
Record Date	05-Feb-2021	Holding Recon Date	05-Feb-2021
City / Country	MUENCH / Germany EN	Vote Deadline Date	03-Feb-2021
SEDOL(s)	BD594Y4 - BDZW670 - BGPKCP5 - BYVR1V5 - BYVRFK2 - BYVS044	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	PLEASE NOTE THAT SHAREHOLDER DETAILS ARE REQUIRED TO VOTE AT THIS MEETING. IF-NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTION MAY CARRY A HEIGHTENED-RISK OF BEING REJECTED. THANK YOU	Non-Voting			
CMMT	PLEASE NOTE THAT FOLLOWING THE AMENDMENT TO PARAGRAPH 21 OF THE SECURITIES-TRADE ACT ON 9TH JULY 2015 AND THE OVER-RULING OF THE DISTRICT COURT IN-COLOGNE JUDGMENT FROM 6TH JUNE 2012 THE VOTING PROCESS HAS NOW CHANGED WITH-REGARD TO THE GERMAN REGISTERED SHARES. AS A RESULT, IT IS NOW THE-RESPONSIBILITY OF THE END-INVESTOR (I.E. FINAL BENEFICIARY) AND NOT THE-INTERMEDIARY TO DISCLOSE RESPECTIVE FINAL BENEFICIARY VOTING RIGHTS THEREFORE-THE CUSTODIAN BANK / AGENT IN THE MARKET WILL BE SENDING THE VOTING DIRECTLY-TO MARKET AND IT IS THE END INVESTORS RESPONSIBILITY TO ENSURE THE-REGISTRATION ELEMENT IS COMPLETE WITH THE ISSUER DIRECTLY, SHOULD THEY HOLD-MORE THAN 3 % OF THE TOTAL SHARE CAPITAL	Non-Voting			
CMMT	THE VOTE/REGISTRATION DEADLINE AS DISPLAYED ON PROXYEDGE IS SUBJECT TO CHANGE-AND WILL BE UPDATED AS SOON AS BROADRIDGE RECEIVES CONFIRMATION FROM THE SUB-CUSTODIANS REGARDING THEIR INSTRUCTION DEADLINE. FOR ANY QUERIES PLEASE-CONTACT YOUR CLIENT SERVICES REPRESENTATIVE	Non-Voting			

Vote Summary

CMMT	<p>ACCORDING TO GERMAN LAW, IN CASE OF SPECIFIC CONFLICTS OF INTEREST IN-CONNECTION WITH SPECIFIC ITEMS OF THE AGENDA FOR THE GENERAL MEETING YOU ARE-NOT ENTITLED TO EXERCISE YOUR VOTING RIGHTS. FURTHER, YOUR VOTING RIGHT MIGHT-BE EXCLUDED WHEN YOUR SHARE IN VOTING RIGHTS HAS REACHED CERTAIN THRESHOLDS-AND YOU HAVE NOT COMPLIED WITH ANY OF YOUR MANDATORY VOTING RIGHTS-NOTIFICATIONS PURSUANT TO THE GERMAN SECURITIES TRADING ACT (WPHG). FOR-QUESTIONS IN THIS REGARD PLEASE CONTACT YOUR CLIENT SERVICE REPRESENTATIVE-FOR CLARIFICATION. IF YOU DO NOT HAVE ANY INDICATION REGARDING SUCH CONFLICT-OF INTEREST, OR ANOTHER EXCLUSION FROM VOTING, PLEASE SUBMIT YOUR VOTE AS-USUAL</p>	Non-Voting				
CMMT	<p>FURTHER INFORMATION ON COUNTER PROPOSALS CAN BE FOUND DIRECTLY ON THE-ISSUER'S WEBSITE (PLEASE REFER TO THE MATERIAL URL SECTION OF THE-APPLICATION). IF YOU WISH TO ACT ON THESE ITEMS, YOU WILL NEED TO REQUEST A-MEETING ATTEND AND VOTE YOUR SHARES DIRECTLY AT THE COMPANY'S MEETING.-COUNTER PROPOSALS CANNOT BE REFLECTED IN THE BALLOT ON PROXYEDGE</p>	Non-Voting				
CMMT	<p>FROM 10TH FEBRUARY, BROADRIDGE WILL CODE ALL AGENDAS FOR GERMAN MEETINGS IN-ENGLISH ONLY. IF YOU WISH TO SEE THE AGENDA IN GERMAN, THIS WILL BE MADE-AVAILABLE AS A LINK UNDER THE 'MATERIAL URL' DROPDOWN AT THE TOP OF THE-BALLOT. THE GERMAN AGENDAS FOR ANY EXISTING OR PAST MEETINGS WILL REMAIN IN-PLACE. FOR FURTHER INFORMATION, PLEASE CONTACT YOUR CLIENT SERVICE-REPRESENTATIVE</p>	Non-Voting				
1	<p>PRESENTATION OF THE ADOPTED ANNUAL FINANCIAL STATEMENTS</p>	Non-Voting				
2	<p>RESOLUTION ON THE APPROPRIATION OF THE DISTRIBUTABLE PROFIT OF SIEMENS HEALTHINEERS AG: EUR 0.80 PER SHARE</p>	Management	For	For	For	
3.1	<p>RESOLUTION ON THE DISCHARGE OF THE MEMBER OF THE BOARD OF MANAGEMENT - DR. BERNHARD MONDAY</p>	Management	For	For	For	

Vote Summary

3.2	RESOLUTION ON THE DISCHARGE OF THE MEMBER OF THE BOARD OF MANAGEMENT - DR. JOCHEN SCHMITZ	Management	For	For	For
3.3	RESOLUTION ON THE DISCHARGE OF THE MEMBER OF THE BOARD OF MANAGEMENT - DR. CHRISTOPH ZINDEL	Management	For	For	For
4.1	RESOLUTION TO DISCHARGE THE MEMBER OF THE SUPERVISORY BOARD - PROF. DR. RALF P. THOMAS	Management	For	For	For
4.2	RESOLUTION TO DISCHARGE THE MEMBER OF THE SUPERVISORY BOARD - DR. NORBERT GAUS	Management	For	For	For
4.3	RESOLUTION DISCHARGE OF THE MEMBER OF THE SUPERVISORY BOARD - DR. ROLAND BUSCH	Management	For	For	For
4.4	RESOLUTION DISCHARGE OF THE MEMBER OF THE SUPERVISORY BOARD - DR. MARION HELMES	Management	For	For	For
4.5	RESOLUTION DISCHARGE OF THE MEMBER OF THE SUPERVISORY BOARD - DR. ANDREAS C. HOFFMANN	Management	For	For	For
4.6	RESOLUTION TO DISCHARGE THE MEMBER OF THE SUPERVISORY BOARD - DR. PHILIPP R SLER	Management	For	For	For
4.7	RESOLUTION TO DISCHARGE THE MEMBER OF THE SUPERVISORY BOARD - DR. NATHALIE VON SIEMENS	Management	For	For	For
4.8	RESOLUTION TO DISCHARGE THE MEMBER OF THE SUPERVISORY BOARD - DR. GREGORY SORENSEN	Management	For	For	For
4.9	RESOLUTION DISCHARGE OF THE MEMBER OF THE SUPERVISORY BOARD - KARL-HEINZ STREIBICH	Management	For	For	For
4.10	RESOLUTION TO DISCHARGE THE MEMBER OF THE SUPERVISORY BOARD - MICHAEL SEN	Management	For	For	For
5	RESOLUTION ON THE APPOINTMENT OF THE AUDITOR AND GROUP AUDITOR AS WELL AS THE AUDITOR FOR THE REVIEW OF THE HALF-YEARLY FINANCIAL REPORT: ERNST & YOUNG GMBH	Management	For	For	For
6	RESOLUTION ON AN AMENDMENT TO THE ARTICLES OF ASSOCIATION OF SECTION 4 PARAGRAPH 2 CLAUSE 3 (INFORMATION ON THE SHARE REGISTER) IN LINE WITH CHANGES MADE BY THE ACT TO IMPLEMENT THE SECOND SHAREHOLDER RIGHTS DIRECTIVE (ARUG II)	Management	For	For	For
7	RESOLUTION ON AN AMENDMENT TO THE ARTICLES OF ASSOCIATION OF SECTION 7 (1) (NUMBER OF SUPERVISORY BOARD MEMBERS)	Management	For	For	For

Vote Summary

8	RESOLUTION ON THE ELECTION OF A FURTHER MEMBER OF THE SUPERVISORY BOARD - PEER M. SCHATZ	Management	For	For	For
9	RESOLUTION ON THE APPROVAL OF THE REMUNERATION SYSTEM FOR THE MEMBERS OF THE MANAGEMENT BOARD	Management	For	For	For
10	RESOLUTION ON THE CONFIRMATION OF THE REMUNERATION AND RESOLUTION ON THE REMUNERATION SYSTEM FOR THE MEMBERS OF THE SUPERVISORY BOARD	Management	For	For	For
11	RESOLUTION ON THE CANCELLATION OF THE AUTHORIZED CAPITAL 2018 IN ACCORDANCE WITH SECTION 4 (5) OF THE ARTICLES OF ASSOCIATION	Management	For	For	For
12	RESOLUTION ON THE CANCELLATION OF THE AUTHORIZATION TO ISSUE CONVERTIBLE BONDS AND / OR BONDS WITH WARRANTS FROM FEBRUARY 19, 2018	Management	For	For	For
13	RESOLUTION ON THE REVOCATION OF THE AUTHORIZATION TO ACQUIRE AND USE OWN SHARES IN ACCORDANCE WITH SECTION 71 (1) NO. 8 OF THE GERMAN STOCK CORPORATION ACT	Management	For	For	For
CMMT	06 JAN 2021: INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE-CLASSIFIED AS AN INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE-II, YOU SHOULD BE PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE-VOTE INSTRUCTION LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF-DATA TO BROADRIDGE OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED-CLIENT SERVICE REPRESENTATIVE FOR ASSISTANCE. THANK YOU.	Non-Voting			
CMMT	08 JAN 2021: PLEASE NOTE THAT THIS IS A REVISION DUE TO ADDITION OF COMMENT.-IF YOU HAVE ALREADY SENT IN YOUR VOTES, PLEASE DO NOT VOTE AGAIN UNLESS YOU-DECIDE TO AMEND YOUR ORIGINAL INSTRUCTIONS. THANK YOU..	Non-Voting			
CMMT	08 JAN 2021: PLEASE NOTE THAT IF YOU HOLD CREST DEPOSITORY INTERESTS (CDIS)-AND PARTICIPATE AT THIS MEETING, YOU (OR YOUR CREST SPONSORED-MEMBER/CUSTODIAN) WILL BE REQUIRED TO INSTRUCT A TRANSFER OF THE RELEVANT-CDIS TO THE	Non-Voting			

Vote Summary

ESCROW ACCOUNT SPECIFIED IN THE ASSOCIATED CORPORATE EVENT IN THE-CREST SYSTEM. THIS TRANSFER WILL NEED TO BE COMPLETED BY THE SPECIFIED CREST-SYSTEM DEADLINE. ONCE THIS TRANSFER HAS SETTLED, THE CDIS WILL BE BLOCKED IN-THE CREST SYSTEM. THE CDIS WILL BE RELEASED FROM ESCROW AS SOON AS-PRACTICABLE ON THE BUSINESS DAY PRIOR TO MEETING DATE UNLESS OTHERWISE-SPECIFIED. IN ORDER FOR A VOTE TO BE ACCEPTED, THE VOTED POSITION MUST BE-BLOCKED IN THE REQUIRED ESCROW ACCOUNT IN THE CREST SYSTEM. BY VOTING ON THIS-MEETING, YOUR CREST SPONSORED MEMBER/CUSTODIAN MAY USE YOUR VOTE INSTRUCTION-AS THE AUTHORIZATION TO TAKE THE NECESSARY ACTION WHICH WILL INCLUDE-TRANSFERRING YOUR INSTRUCTED POSITION TO ESCROW. PLEASE CONTACT YOUR CREST-SPONSORED MEMBER/CUSTODIAN DIRECTLY FOR FURTHER INFORMATION ON THE CUSTODY-PROCESS AND WHETHER OR NOT THEY REQUIRE SEPARATE INSTRUCTIONS FROM YOU

Vote Summary

VICTREX PLC

Security	G9358Y107	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	12-Feb-2021
ISIN	GB0009292243	Agenda	713501371 - Management
Record Date		Holding Recon Date	10-Feb-2021
City / Country	LANCAS / United HIRE Kingdom	Vote Deadline Date	08-Feb-2021
SEDOL(s)	0929224 - B02R893 - B8NY9P2	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	TO RECEIVE THE COMPANY'S AUDITED FINANCIAL STATEMENTS AND THE AUDITORS' AND DIRECTORS' REPORTS FOR THE YEAR ENDED 30 SEPTEMBER 2020	Management	For	For	For
2	TO APPROVE THE DIRECTORS' REMUNERATION REPORT, OTHER THAN THE PART CONTAINING THE DIRECTORS' REMUNERATION POLICY, IN THE FORM SET OUT IN THE ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2020	Management	Against	For	Against
	Comments: Evenlode chose to vote AGAINST management on the company's remuneration report as we felt the performance metrics used to assess executives for the long-term incentive plan were weak. We prefer to see plans that measure performance which better correlate to long-term company strategy rather than purely on earnings and share price appreciation.				
3	TO DECLARE A FINAL DIVIDEND OF 46.14P PER ORDINARY SHARE IN RESPECT OF THE YEAR ENDED 30 SEPTEMBER 2020	Management	For	For	For
4	TO RE-ELECT LARRY PENTZ AS A DIRECTOR OF THE COMPANY	Management	For	For	For
5	TO RE-ELECT JANE TOOGOOD AS A DIRECTOR OF THE COMPANY	Management	For	For	For
6	TO RE-ELECT JANET ASHDOWN AS A DIRECTOR OF THE COMPANY	Management	For	For	For
7	TO RE-ELECT BRENDAN CONNOLLY AS A DIRECTOR OF THE COMPANY	Management	For	For	For
8	TO RE-ELECT DAVID THOMAS AS A DIRECTOR OF THE COMPANY	Management	For	For	For
9	TO RE-ELECT JAKOB SIGURDSSON AS A DIRECTOR OF THE COMPANY	Management	For	For	For
10	TO RE-ELECT MARTIN COURT AS A DIRECTOR OF THE COMPANY	Management	For	For	For
11	TO RE-ELECT RICHARD ARMITAGE AS A DIRECTOR OF THE COMPANY	Management	For	For	For
12	TO ELECT ROS RIVAZ AS A DIRECTOR OF THE COMPANY	Management	For	For	For

Vote Summary

13	TO RE-APPOINT PRICEWATERHOUSECOOPERS LLP AS AUDITORS OF THE COMPANY UNTIL THE CONCLUSION OF THE NEXT ANNUAL GENERAL MEETING OF THE COMPANY AT WHICH ACCOUNTS ARE LAID BEFORE THE MEETING	Management	For	For	For
14	TO AUTHORISE THE AUDIT COMMITTEE, ACTING FOR AND ON BEHALF OF THE BOARD, TO SET THE AUDITORS' REMUNERATION	Management	For	For	For
15	THAT, IN ACCORDANCE WITH SECTIONS 366 AND 367 OF THE COMPANIES ACT 2006, THE COMPANY AND ALL COMPANIES THAT ARE SUBSIDIARIES OF THE COMPANY AT ANY TIME DURING THE PERIOD FOR WHICH THE RESOLUTION HAS EFFECT, BE AND ARE HEREBY AUTHORISED, IN AGGREGATE, DURING THE PERIOD BEGINNING WITH THE DATE OF THE PASSING OF THIS RESOLUTION AND ENDING ON THE CONCLUSION OF THE NEXT ANNUAL GENERAL MEETING OF THE COMPANY (UNLESS SUCH AUTHORITY IS PREVIOUSLY RENEWED, VARIED OR REVOKED BY THE COMPANY IN A GENERAL MEETING), TO: A) MAKE POLITICAL DONATIONS TO POLITICAL PARTIES AND/OR INDEPENDENT ELECTION CANDIDATES NOT EXCEEDING GBP 12,500 IN TOTAL; B) MAKE POLITICAL DONATIONS TO POLITICAL ORGANISATIONS OTHER THAN POLITICAL PARTIES NOT EXCEEDING GBP 12,500 IN TOTAL; AND C) INCUR POLITICAL EXPENDITURE NOT EXCEEDING GBP 12,500 IN TOTAL, PROVIDED THAT THE AUTHORISED SUMS REFERRED TO IN PARAGRAPHS (A), (B) AND (C) ABOVE MAY BE COMPRISED OF ONE OR MORE AMOUNTS IN DIFFERENT CURRENCIES WHICH, FOR THE PURPOSES OF CALCULATING THAT AUTHORISED SUM, SHALL BE CONVERTED INTO POUNDS STERLING AT SUCH RATE AS THE BOARD IN ITS ABSOLUTE DISCRETION MAY DETERMINE TO BE APPROPRIATE. FOR THE PURPOSES OF THIS RESOLUTION THE TERMS 'POLITICAL	Management	For	For	For

Vote Summary

	DONATION', 'POLITICAL PARTIES', 'INDEPENDENT ELECTION CANDIDATES', 'POLITICAL ORGANISATIONS' AND 'POLITICAL EXPENDITURE' SHALL HAVE THE MEANINGS GIVEN BY SECTIONS 363 TO 365 OF THE COMPANIES ACT 2006				
16	THAT THE DIRECTORS BE AND ARE HEREBY GENERALLY AND UNCONDITIONALLY AUTHORISED IN ACCORDANCE WITH SECTION 551 OF THE COMPANIES ACT 2006 TO EXERCISE ALL THE POWERS OF THE COMPANY TO ALLOT SHARES IN THE COMPANY AND TO GRANT RIGHTS TO SUBSCRIBE FOR, OR TO CONVERT ANY SECURITY INTO, SHARES IN THE COMPANY ('ALLOTMENT RIGHTS'): A) UP TO A NOMINAL AMOUNT OF GBP 288,798 (SUCH AMOUNT TO BE REDUCED BY ANY ALLOTMENTS OR GRANTS MADE UNDER PARAGRAPH (B) BELOW IN EXCESS OF SUCH SUM); B) COMPRISING EQUITY SECURITIES (AS DEFINED IN THE COMPANIES ACT 2006) UP TO A NOMINAL AMOUNT OF GBP 577,596 (SUCH AMOUNT TO BE REDUCED BY ANY ALLOTMENTS OR GRANTS MADE UNDER PARAGRAPH (A) ABOVE) IN CONNECTION WITH AN OFFER BY WAY OF A RIGHTS ISSUE: I) TO ORDINARY SHAREHOLDERS IN PROPORTION (AS NEARLY AS MAY BE PRACTICABLE) TO THEIR EXISTING HOLDINGS; AND II) TO HOLDERS OF OTHER EQUITY SECURITIES OR AS REQUIRED BY THE RIGHTS OF THOSE SECURITIES AS THE DIRECTORS OTHERWISE CONSIDER NECESSARY, AND SO THAT THE DIRECTORS MAY IMPOSE ANY LIMITS OR RESTRICTIONS AND MAKE ANY ARRANGEMENTS WHICH THEY CONSIDER NECESSARY OR APPROPRIATE TO DEAL WITH TREASURY SHARES, FRACTIONAL ENTITLEMENTS, RECORD DATES, LEGAL, REGULATORY OR PRACTICAL PROBLEMS IN, OR UNDER THE LAWS OF, ANY TERRITORY OR THE REQUIREMENT OF ANY REGULATORY BODY OR STOCK EXCHANGE OR ANY OTHER MATTER; C) THIS AUTHORITY SHALL EXPIRE AT THE CONCLUSION OF THE COMPANY'S NEXT ANNUAL GENERAL MEETING (OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022); AND D) THE COMPANY	Management	For	For	For

Vote Summary

MAY MAKE ANY OFFERS AND ENTER INTO AGREEMENTS BEFORE SUCH EXPIRY WHICH WOULD, OR MIGHT, REQUIRE SHARES TO BE ALLOTTED OR ALLOTMENT RIGHTS TO BE GRANTED AFTER THE AUTHORITY EXPIRES AND THE DIRECTORS MAY ALLOT SHARES OR GRANT RIGHTS TO SUBSCRIBE FOR OR CONVERT SECURITIES INTO SHARES UNDER ANY SUCH OFFER OR AGREEMENT AS IF THE AUTHORITY HAD NOT EXPIRED

17	THAT, CONDITIONAL UPON RESOLUTION 16 IN THIS NOTICE OF ANNUAL GENERAL MEETING BEING PASSED, THE DIRECTORS BE AND ARE HEREBY GIVEN POWER TO ALLOT EQUITY SECURITIES (AS DEFINED IN SECTION 560 OF THE COMPANIES ACT 2006) FOR CASH UNDER THE AUTHORITY GIVEN BY THAT RESOLUTION (OR BY WAY OF A SALE OF TREASURY SHARES), AS IF SECTION 561 OF THE COMPANIES ACT 2006 DID NOT APPLY TO SUCH ALLOTMENT OR SALE, SUCH POWER TO BE LIMITED: A) TO THE ALLOTMENT OF EQUITY SECURITIES AND SALE OF TREASURY SHARES IN CONNECTION WITH AN OFFER OF, OR INVITATION TO APPLY FOR, EQUITY SECURITIES (BUT IN THE CASE OF AUTHORITY GRANTED UNDER PARAGRAPH (B) OF RESOLUTION 16, BY WAY OF A RIGHTS ISSUE ONLY): I) TO ORDINARY SHAREHOLDERS IN PROPORTION (AS NEARLY AS MAY BE PRACTICABLE) TO THEIR EXISTING HOLDINGS; AND II) TO HOLDERS OF OTHER EQUITY SECURITIES, AS REQUIRED BY THE RIGHTS OF THOSE SECURITIES, OR AS THE DIRECTORS OTHERWISE CONSIDER NECESSARY, AND SO THAT THE DIRECTORS MAY IMPOSE ANY LIMITS OR RESTRICTIONS AND MAKE ANY ARRANGEMENTS WHICH THEY CONSIDER NECESSARY OR APPROPRIATE TO DEAL WITH TREASURY SHARES, FRACTIONAL ENTITLEMENTS, RECORD DATES, LEGAL, REGULATORY OR PRACTICAL PROBLEMS IN, OR UNDER THE LAWS OF, ANY TERRITORY OR THE REQUIREMENT OF ANY REGULATORY BODY OR STOCK EXCHANGE OR ANY OTHER MATTER; AND B) IN THE CASE OF THE AUTHORITY GRANTED UNDER	Management	For	For	For
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Vote Summary

PARAGRAPH (A) OF RESOLUTION 16 AND/OR IN THE CASE OF ANY SALE OF TREASURY SHARES TO THE ALLOTMENT OF EQUITY SECURITIES OR SALE OF TREASURY SHARES (OTHERWISE THAN UNDER PARAGRAPH (A) ABOVE) UP TO A MAXIMUM AGGREGATE NOMINAL AMOUNT OF GBP 43,319. SUCH POWER SHALL EXPIRE AT THE CONCLUSION OF THE COMPANY'S NEXT ANNUAL GENERAL MEETING (OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022), SAVE THAT THE COMPANY MAY MAKE OFFERS, AND ENTER INTO AGREEMENTS, BEFORE SUCH EXPIRY WHICH WOULD, OR MIGHT, REQUIRE EQUITY SECURITIES TO BE ALLOTTED (AND TREASURY SHARES TO BE SOLD) AFTER THE POWER EXPIRES AND THE DIRECTORS MAY ALLOT EQUITY SECURITIES (AND SELL TREASURY SHARES) UNDER ANY SUCH OFFER OR AGREEMENT AS IF THE POWER HAD NOT EXPIRED

18	THAT, CONDITIONAL UPON RESOLUTION 16 IN THIS NOTICE OF ANNUAL GENERAL MEETING BEING PASSED, THE DIRECTORS BE AND ARE HEREBY GIVEN POWER IN ADDITION TO ANY AUTHORITY GRANTED UNDER RESOLUTION 17 TO ALLOT EQUITY SECURITIES (AS DEFINED IN SECTION 560 OF THE COMPANIES ACT 2006) FOR CASH UNDER THE AUTHORITY GIVEN BY THAT RESOLUTION 16 (OR BY WAY OF A SALE OF TREASURY SHARES), AS IF SECTION 561 OF THE COMPANIES ACT 2006 DID NOT APPLY TO SUCH ALLOTMENT OR SALE, SUCH POWER TO BE: A) LIMITED TO THE ALLOTMENT OF EQUITY SECURITIES OR SALE OF TREASURY SHARES UP TO A MAXIMUM AGGREGATE NOMINAL AMOUNT OF GBP 43,319; AND B) USED ONLY FOR THE PURPOSES OF FINANCING (OR REFINANCING, IF THE AUTHORITY IS TO BE USED WITHIN SIX MONTHS AFTER THE ORIGINAL TRANSACTION) A TRANSACTION WHICH THE DIRECTORS DETERMINE TO BE AN ACQUISITION OR OTHER CAPITAL INVESTMENT OF A KIND CONTEMPLATED BY THE STATEMENT OF PRINCIPLES ON DISAPPLYING PRE-EMPTION RIGHTS MOST RECENTLY PUBLISHED BY THE PRE-EMPTION GROUP PRIOR TO THE	Management	For	For	For
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Vote Summary

DATE OF THIS NOTICE SUCH POWER SHALL EXPIRE AT THE CONCLUSION OF THE COMPANY'S NEXT ANNUAL GENERAL MEETING (OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022), SAVE THAT THE COMPANY MAY MAKE OFFERS, AND ENTER INTO AGREEMENTS, BEFORE SUCH EXPIRY, WHICH WOULD, OR MIGHT, REQUIRE EQUITY SECURITIES TO BE ALLOTTED (AND TREASURY SHARES TO BE SOLD) AFTER THE POWER EXPIRES TO HAVE EFFECT AND THE DIRECTORS MAY ALLOT EQUITY SECURITIES (AND SELL TREASURY SHARES) UNDER ANY SUCH OFFER OR AGREEMENT AS IF THE POWER HAD NOT EXPIRED

19	THAT THE COMPANY BE AND IS HEREBY AUTHORISED GENERALLY AND UNCONDITIONALLY PURSUANT TO SECTION 701 OF THE COMPANIES ACT 2006 TO MAKE ONE OR MORE MARKET PURCHASES (AS DEFINED IN SECTION 693(4) OF THE COMPANIES ACT 2006) OF ITS ORDINARY SHARES OF 1P EACH IN THE CAPITAL OF THE COMPANY ('ORDINARY SHARES'), SUCH POWER TO BE LIMITED: A) TO A MAXIMUM AGGREGATE NUMBER OF 8,663,940 ORDINARY SHARES; B) BY THE CONDITION THAT THE MAXIMUM PRICE, EXCLUSIVE OF EXPENSES, WHICH MAY BE PAID FOR AN ORDINARY SHARE IS THE HIGHEST OF: (I) THE HIGHER OF THE PRICE OF THE LAST INDEPENDENT TRADE AND THE HIGHEST CURRENT INDEPENDENT BID ON THE TRADING VENUES WHERE THE PURCHASE IS CARRIED OUT AT THE RELEVANT TIME; AND (II) AN AMOUNT EQUAL TO 5% ABOVE THE AVERAGE MARKET VALUE OF AN ORDINARY SHARE FOR THE FIVE BUSINESS DAYS IMMEDIATELY PRECEDING THE DAY ON WHICH THAT ORDINARY SHARE IS CONTRACTED TO BE PURCHASED; AND C) BY THE CONDITION THAT THE MINIMUM PRICE WHICH MAY BE PAID FOR AN ORDINARY SHARE IS 1P (EXCLUSIVE OF EXPENSES). SUCH AUTHORITY SHALL EXPIRE AT THE CONCLUSION OF THE COMPANY'S NEXT ANNUAL GENERAL MEETING (OR, IF EARLIER, AT THE CLOSE OF BUSINESS ON 31 MARCH 2022) BUT SO THAT THE COMPANY MAY BEFORE SUCH	Management	For	For	For
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Vote Summary

	AUTHORITY EXPIRES ENTER INTO A CONTRACT UNDER WHICH A PURCHASE OF ORDINARY SHARES MAY BE COMPLETED OR EXECUTED WHOLLY OR PARTLY AFTER THE AUTHORITY EXPIRES AND THE COMPANY MAY PURCHASE ORDINARY SHARES IN PURSUANCE OF SUCH CONTRACT AS IF THE AUTHORITY HAD NOT EXPIRED				
20	THAT A GENERAL MEETING OF THE COMPANY, OTHER THAN AN ANNUAL GENERAL MEETING, MAY BE CALLED ON NOT LESS THAN 14 CLEAR DAYS' NOTICE	Management	For	For	For
21	THAT THE REGULATIONS CONTAINED IN THE DOCUMENT PRODUCED TO THE MEETING AND INITIALLED BY THE CHAIRMAN OF THE MEETING FOR THE PURPOSE OF IDENTIFICATION ARE ADOPTED AS THE COMPANY'S NEW ARTICLES OF ASSOCIATION IN SUBSTITUTION FOR AND TO THE EXCLUSION OF THE COMPANY'S EXISTING ARTICLES OF ASSOCIATION	Management	For	For	For

Vote Summary

NOVARTIS AG

Security	H5820Q150	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	02-Mar-2021
ISIN	CH0012005267	Agenda	713572988 - Management
Record Date	25-Feb-2021	Holding Recon Date	25-Feb-2021
City / Country	BASEL / Switzerland	Vote Deadline Date	23-Feb-2021
SEDOL(s)	7103065 - 7105083 - B769708	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
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CMMT	PLEASE NOTE THAT BENEFICIAL OWNER DETAILS ARE REQUIRED FOR THIS MEETING. IF-NO BENEFICIAL OWNER DETAILS ARE PROVIDED, YOUR INSTRUCTION MAY BE REJECTED.-THANK YOU	Non-Voting			
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CMMT	PART 2 OF THIS MEETING IS FOR VOTING ON AGENDA AND MEETING ATTENDANCE-REQUESTS ONLY. PLEASE ENSURE THAT YOU HAVE FIRST VOTED IN FAVOUR OF THE-REGISTRATION OF SHARES IN PART 1 OF THE MEETING. IT IS A MARKET REQUIREMENT-FOR MEETINGS OF THIS TYPE THAT THE SHARES ARE REGISTERED AND MOVED TO A-REGISTERED LOCATION AT THE CSD, AND SPECIFIC POLICIES AT THE INDIVIDUAL-SUB-CUSTODIANS MAY VARY. UPON RECEIPT OF THE VOTE INSTRUCTION, IT IS POSSIBLE-THAT A MARKER MAY BE PLACED ON YOUR SHARES TO ALLOW FOR RECONCILIATION AND-RE-REGISTRATION FOLLOWING A TRADE. THEREFORE WHILST THIS DOES NOT PREVENT THE-TRADING OF SHARES, ANY THAT ARE REGISTERED MUST BE FIRST DEREGISTERED IF-REQUIRED FOR SETTLEMENT. DEREGISTRATION CAN AFFECT THE VOTING RIGHTS OF THOSE-SHARES. IF YOU HAVE CONCERNS REGARDING YOUR ACCOUNTS, PLEASE CONTACT YOUR-CLIENT REPRESENTATIVE	Non-Voting			
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1	APPROVAL OF THE OPERATING AND FINANCIAL REVIEW OF NOVARTIS AG, THE FINANCIAL STATEMENTS OF NOVARTIS AG AND THE GROUP CONSOLIDATED FINANCIAL STATEMENTS FOR THE 2020 FINANCIAL YEAR	Management	For	For	For
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Vote Summary

2	DISCHARGE FROM LIABILITY OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE COMMITTEE	Management	For	For	For
3	APPROPRIATION OF AVAILABLE EARNINGS OF NOVARTIS AG AS PER BALANCE SHEET AND DECLARATION OF DIVIDEND FOR 2020	Management	For	For	For
4	REDUCTION OF SHARE CAPITAL	Management	For	For	For
5	FURTHER SHARE REPURCHASES	Management	For	For	For
6.1	VOTE ON COMPENSATION FOR THE MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE COMMITTEE: BINDING VOTE ON THE MAXIMUM AGGREGATE AMOUNT OF COMPENSATION FOR THE BOARD OF DIRECTORS FROM THE 2021 ANNUAL GENERAL MEETING TO THE 2022 ANNUAL GENERAL MEETING	Management	For	For	For
6.2	VOTE ON COMPENSATION FOR THE MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE COMMITTEE: BINDING VOTE ON THE MAXIMUM AGGREGATE AMOUNT OF COMPENSATION FOR THE EXECUTIVE COMMITTEE FOR THE FINANCIAL YEAR 2022	Management	For	For	For
6.3	VOTE ON COMPENSATION FOR THE MEMBERS OF THE BOARD OF DIRECTORS AND THE EXECUTIVE COMMITTEE: ADVISORY VOTE ON THE 2020 COMPENSATION REPORT	Management	For	For	For
7.1	RE-ELECTION OF JOERG REINHARDT AS MEMBER AND CHAIRMAN OF THE BOARD OF DIRECTORS	Management	For	For	For
7.2	RE-ELECTION OF NANCY C. ANDREWS AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.3	RE-ELECTION OF TON BUECHNER AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.4	RE-ELECTION OF PATRICE BULA AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.5	RE-ELECTION OF ELIZABETH DOHERTY AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.6	RE-ELECTION OF ANN FUDGE AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.7	RE-ELECTION OF BRIDGETTE HELLER AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For

Vote Summary

7.8	RE-ELECTION OF FRANS VAN HOUTEN AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.9	RE-ELECTION OF SIMON MORONEY AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.10	RE-ELECTION OF ANDREAS VON PLANTA AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.11	RE-ELECTION OF CHARLES L. SAWYERS AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.12	RE-ELECTION OF ENRICO VANNI AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
7.13	RE-ELECTION OF WILLIAM T. WINTERS AS MEMBER OF THE BOARD OF DIRECTORS	Management	For	For	For
8.1	RE-ELECTION OF PATRICE BULA TO THE COMPENSATION COMMITTEE	Management	For	For	For
8.2	RE-ELECTION OF BRIDGETTE HELLER TO THE COMPENSATION COMMITTEE	Management	For	For	For
8.3	RE-ELECTION OF ENRICO VANNI TO THE COMPENSATION COMMITTEE	Management	For	For	For
8.4	RE-ELECTION OF WILLIAM T. WINTERS TO THE COMPENSATION COMMITTEE	Management	For	For	For
8.5	ELECTION OF SIMON MORONEY AS NEW MEMBER OF THE COMPENSATION COMMITTEE	Management	For	For	For
9	RE-ELECTION OF THE STATUTORY AUDITOR: THE BOARD OF DIRECTORS PROPOSES THE RE-ELECTION OF PRICEWATERHOUSECOOPERS AG AS AUDITOR FOR THE FINANCIAL YEAR STARTING ON JANUARY 1, 2021	Management	For	For	For
10	RE-ELECTION OF THE INDEPENDENT PROXY: THE BOARD OF DIRECTORS PROPOSES THE RE-ELECTION OF LIC. IUR. PETER ANDREAS ZAHN, ATTORNEY AT LAW, BASEL, AS INDEPENDENT PROXY UNTIL THE END OF THE NEXT ANNUAL GENERAL MEETING	Management	For	For	For
11	AMENDMENT TO ARTICLE 20 PARAGRAPH 3 OF THE ARTICLES OF INCORPORATION	Management	For	For	For
B	GENERAL INSTRUCTIONS IN CASE OF ALTERNATIVE MOTIONS UNDER THE AGENDA ITEMS PUBLISHED IN THE INVITATION TO THE ANNUAL GENERAL MEETING, AND/OR OF MOTIONS RELATING TO ADDITIONAL AGENDA ITEMS ACCORDING TO ARTICLE 700 PARAGRAPH 3 OF THE SWISS CODE OF OBLIGATIONS. I/WE INSTRUCT THE	Management	For	For	For

Vote Summary

INDEPENDENT PROXY TO VOTE AS
FOLLOWS: (FOR = ACCORDING TO THE
MOTION OF THE BOARD OF
DIRECTORS, AGAINST = AGAINST
ALTERNATIVE AND/OR ADDITIONAL
MOTIONS, ABSTAIN = ABSTAIN FROM
VOTING)

Vote Summary

SGS SA

Security	H7485A108	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	23-Mar-2021
ISIN	CH0002497458	Agenda	713641810 - Management
Record Date	16-Mar-2021	Holding Recon Date	16-Mar-2021
City / Country	GENEVA / Switzerland	Vote Deadline Date	15-Mar-2021
SEDOL(s)	4824778 - B11BPZ8 - B1DZ2Q8	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	PLEASE NOTE THAT BENEFICIAL OWNER DETAILS ARE REQUIRED FOR THIS MEETING. IF-NO BENEFICIAL OWNER DETAILS ARE PROVIDED, YOUR INSTRUCTION MAY BE REJECTED.-THANK YOU.	Non-Voting			
CMMT	PART 2 OF THIS MEETING IS FOR VOTING ON AGENDA AND MEETING ATTENDANCE-REQUESTS ONLY. PLEASE ENSURE THAT YOU HAVE FIRST VOTED IN FAVOUR OF THE-REGISTRATION OF SHARES IN PART 1 OF THE MEETING. IT IS A MARKET REQUIREMENT-FOR MEETINGS OF THIS TYPE THAT THE SHARES ARE REGISTERED AND MOVED TO A-REGISTERED LOCATION AT THE CSD, AND SPECIFIC POLICIES AT THE INDIVIDUAL-SUB-CUSTODIANS MAY VARY. UPON RECEIPT OF THE VOTE INSTRUCTION, IT IS POSSIBLE-THAT A MARKER MAY BE PLACED ON YOUR SHARES TO ALLOW FOR RECONCILIATION AND-RE-REGISTRATION FOLLOWING A TRADE. THEREFORE WHILST THIS DOES NOT PREVENT THE-TRADING OF SHARES, ANY THAT ARE REGISTERED MUST BE FIRST DEREGISTERED IF-REQUIRED FOR SETTLEMENT. DEREGISTRATION CAN AFFECT THE VOTING RIGHTS OF THOSE-SHARES. IF YOU HAVE CONCERNS REGARDING YOUR ACCOUNTS, PLEASE CONTACT YOUR-CLIENT REPRESENTATIVE	Non-Voting			
1.1	ANNUAL REPORT, FINANCIAL STATEMENTS OF SGS SA AND CONSOLIDATED FINANCIAL STATEMENTS OF THE SGS GROUP FOR 2020	Management	For	For	For
1.2	ADVISORY VOTE ON THE 2020 REMUNERATION REPORT	Management	For	For	For

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2	RELEASE OF THE BOARD OF DIRECTORS AND OF THE MANAGEMENT	Management	For	For	For
3	APPROPRIATION OF PROFIT	Management	For	For	For
4.1.1	RE-ELECTION AND ELECTION TO THE BOARD OF DIRECTOR: MR. CALVIN GRIEDER	Management	For	For	For
4.1.2	RE-ELECTION AND ELECTION TO THE BOARD OF DIRECTOR: MR. SAMI ATIYA	Management	For	For	For
4.1.3	RE-ELECTION AND ELECTION TO THE BOARD OF DIRECTOR: MR. PAUL DESMARAIS, JR	Management	For	For	For
4.1.4	RE-ELECTION AND ELECTION TO THE BOARD OF DIRECTOR: MR. IAN GALLIENNE	Management	For	For	For
4.1.5	RE-ELECTION AND ELECTION TO THE BOARD OF DIRECTOR: MR. SHELBY R. DU PASQUIER	Management	For	For	For
4.1.6	RE-ELECTION AND ELECTION TO THE BOARD OF DIRECTOR: MS. KORY SORENSON	Management	For	For	For
4.1.7	RE-ELECTION AND ELECTION TO THE BOARD OF DIRECTOR: MR. TOBIAS HARTMANN	Management	For	For	For
4.1.8	RE-ELECTION AND ELECTION TO THE BOARD OF DIRECTOR: MS. JANET S. VERGIS (NEW)	Management	For	For	For
4.2.1	ELECTION OF MR. CALVIN GRIEDER AS CHAIRMAN OF THE BOARD OF DIRECTORS	Management	For	For	For
4.3.1	ELECTION TO THE REMUNERATION COMMITTEE: MR. IAN GALLIENNE	Management	For	For	For
4.3.2	ELECTION TO THE REMUNERATION COMMITTEE: MR. SHELBY R. DU PASQUIER	Management	For	For	For
4.3.3	ELECTION TO THE REMUNERATION COMMITTEE: MS. KORY SORENSEN	Management	For	For	For
4.4	ELECTION OF THE STATUTORY AUDITORS: PRICEWATERHOUSECOOPERS SA, GENEVA	Management	For	For	For
4.5	ELECTION OF THE INDEPENDENT PROXY: JEANDIN + DEFACQZ, GENEVA	Management	For	For	For
5.1	REMUNERATION MATTERS: REMUNERATION OF THE BOARD OF DIRECTORS UNTIL THE 2022 ANNUAL GENERAL MEETING	Management	For	For	For
5.2	REMUNERATION MATTERS: FIXED REMUNERATION OF SENIOR MANAGEMENT FOR THE FISCAL YEAR 2022	Management	For	For	For

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5.3	REMUNERATION MATTERS: ANNUAL VARIABLE REMUNERATION OF SENIOR MANAGEMENT FOR THE FISCAL YEAR 2020	Management	For	For	For
5.4	REMUNERATION MATTERS: LONG TERM INCENTIVE PLAN TO BE ISSUED IN 2021	Management	For	For	For
6	REDUCTION OF SHARE CAPITAL	Management	For	For	For
7	AUTHORIZED SHARE CAPITAL	Management	For	For	For