

UK Stewardship Voting Record



TARGET HEALTHCARE REIT PLC

Meeting: Annual 02/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve the Company's Dividend Policy	For	For
Mgmt	4	Reappoint Ernst & Young LLP as Auditors	For	For
Mgmt	5	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	6	Elect Alison Fyfe as Director	For	For
Mgmt	7	Re-elect Malcolm Naish as Director Voter Rationale: We decided to vote against following considerations around the length of notice for the investment management agreement.	For	Against
Mgmt	8	Re-elect June Andrews as Director	For	For
Mgmt	9	Re-elect Gordon Coull as Director	For	For
Mgmt	10	Re-elect Tom Hutchison III as Director	For	For
Mgmt	11	Authorise Issue of Equity	For	For
Mgmt	12	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	13	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Mgmt	15	Adopt New Articles of Association	For	For

UK Stewardship Voting Record

ATLASSIAN CORP. PLC

Meeting: Annual 03/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Appoint Ernst & Young LLP as Auditors	For	For
Mgmt	4	Authorize Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Elect Director Shona L. Brown	For	For
Mgmt	6	Elect Director Michael Cannon-Brookes	For	For
Mgmt	7	Elect Director Scott Farquhar	For	For
Mgmt	8	Elect Director Heather Mirjahangir Fernandez	For	For
Mgmt	9	Elect Director Sasan Goodarzi	For	For
Mgmt	10	Elect Director Jay Parikh	For	For
Mgmt	11	Elect Director Enrique Salem	For	For
Mgmt	12	Elect Director Steven Sordello	For	For
Mgmt	13	Elect Director Richard P. Wong	For	For
Mgmt	14	Authorize to Make Off-Market Purchases of Ordinary Shares	For	For
Mgmt	15	Authorize Share Repurchase Program	For	For

BAILLIE GIFFORD JAPAN TRUST PLC

Meeting: Annual 03/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Policy	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Final Dividend	For	For
Mgmt	5	Re-elect Keith Falconer as Director	For	For
Mgmt	6	Re-elect Sharon Brown as Director	For	For
Mgmt	7	Re-elect David Kidd as Director	For	For
Mgmt	8	Re-elect Martin Paling as Director	For	For
Mgmt	9	Re-elect Joanna Pitman as Director	For	For
Mgmt	10	Reappoint KPMG LLP as Auditors	For	For
Mgmt	11	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	12	Approve Continuation of Company as Investment Trust	For	For
Mgmt	13	Authorise Issue of Equity	For	For
Mgmt	14	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	15	Authorise Market Purchase of Ordinary Shares	For	For

UK Stewardship Voting Record

SANTANDER UK GROUP HOLDINGS PLC

Meeting: Bondhold 03/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Extraordinary Resolution as per Meeting Notice Voter Rationale: We decided to vote against at this bondholder meeting following considerations that the change in terms may not be favourable to bondholders.	For	Against

WAREHOUSE REIT PLC

Meeting: Special 04/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Acquisition of the Entire Issued Share Capital of Greenstone Property Holdings Limited	For	For

GORE STREET ENERGY STORAGE FUND PLC

Meeting: Special 07/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorise Issue of Shares in Connection with the Initial Issue	For	For
Mgmt	2	Authorise Issue of Shares Pursuant to the Subsequent Issues	For	For
Mgmt	3	Authorise Issue of Shares without Pre-emptive Rights in Connection with the Initial Issue	For	For
Mgmt	4	Authorise Issue of Shares without Pre-emptive Rights Pursuant to the Subsequent Issues	For	For

LLOYDS BANKING GROUP PLC

Meeting: Bondhold 07/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Extraordinary Resolution as per Meeting Notice Voter Rationale: We voted against the proposals which were not considered in the interests of bondholders.	For	Against

UK Stewardship Voting Record

FIDELITY ASIAN VALUES PLC

Meeting: Annual 08/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Re-elect Kate Bolsover as Director	For	For
Mgmt	4	Re-elect Clare Brady as Director	For	For
Mgmt	5	Re-elect Timothy Scholefield as Director	For	For
Mgmt	6	Re-elect Grahame Stott as Director	For	For
Mgmt	7	Re-elect Michael Warren as Director	For	For
Mgmt	8	Approve Remuneration Report	For	For
Mgmt	9	Approve Remuneration Policy	For	For
Mgmt	10	Reappoint Ernst & Young LLP as Auditors	For	For
Mgmt	11	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	12	Authorise Issue of Equity	For	For
Mgmt	13	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	14	Authorise Market Purchase of Ordinary Shares	For	For

THE SCOTTISH ORIENTAL SMALLER COS. TRUST PLC

Meeting: Annual 08/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Re-elect James Ferguson as Director	For	For
Mgmt	4	Elect Michelle Paisley as Director	For	For
Mgmt	5	Re-elect Anne West as Director	For	For
Mgmt	6	Re-elect Jeremy Whitley as Director	For	For
Mgmt	7	Re-elect Andrew Baird as Director	For	For
Mgmt	8	Appoint Johnston Carmichael LLP as Auditors and Authorise Their Remuneration	For	For
Mgmt	9	Approve Remuneration Policy	For	For
Mgmt	10	Approve Remuneration Report	For	For
Mgmt	11	Adopt the Investment Policy	For	For
Mgmt	12	Authorise Issue of Equity	For	For
Mgmt	13	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	14	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	15	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Mgmt	16	Adopt New Articles of Association	For	For

UK Stewardship Voting Record

ASHOKA INDIA EQUITY INVESTMENT TRUST PLC

Meeting: Annual 09/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Re-elect Andrew Watkins as Director	For	For
Mgmt	4	Re-elect Dr Jerome Booth as Director	For	For
Mgmt	5	Re-elect Rita Dhut as Director	For	For
Mgmt	6	Re-elect Jamie Skinner as Director	For	For
Mgmt	7	Reappoint Ernst & Young LLP as Auditors	For	For
Mgmt	8	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	9	Authorise Issue of Equity	For	For
Mgmt	10	Authorise Issue of Equity in Connection with Any Performance Fees Payable to the Investment Manager	For	For
Mgmt	11	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	12	Authorise Issue of Equity without Pre-emptive Rights in Connection with Any Performance Fees Payable to the Investment Manager	For	For
Mgmt	13	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

UK Stewardship Voting Record

CERES POWER HOLDINGS PLC

Meeting: Annual 10/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reappoint BDO LLP as Auditors and Authorise Their Remuneration Voter Rationale: We decided to vote against on a precautionary basis as the disclosures regarding the resolution were insufficient to enable us to make an informed voting decision.	For	Against
Mgmt	2	Elect Warren Finegold as Director	For	For
Mgmt	3	Elect Uwe Glock as Director	For	For
Mgmt	4	Elect Qinggui Hao as Director	For	For
Mgmt	5	Re-elect Stephen Callaghan as Director	For	For
Mgmt	6	Re-elect Caroline Hargrove as Director	For	For
Mgmt	7	Re-elect Richard Preston as Director	For	For
Mgmt	8	Authorise Issue of Equity	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	10	Adopt New Articles of Association	For	For

THE PRS REIT PLC

Meeting: Annual 10/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Remuneration Policy Voter Rationale: We decided to vote against following considerations that the policy allows additional payments to NEDs.	For	Against
Mgmt	4	Re-elect Stephen Smith as Director	For	For
Mgmt	5	Re-elect Steffan Francis as Director	For	For
Mgmt	6	Re-elect Roderick MacRae as Director	For	For
Mgmt	7	Re-elect Jim Prower as Director	For	For
Mgmt	8	Reappoint RSM UK Audit LLP as Auditors	For	For
Mgmt	9	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	10	Authorise Issue of Equity	For	For
Mgmt	11	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	12	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For
Mgmt	13	Authorise Market Purchase of Ordinary Shares	For	For

UK Stewardship Voting Record

BELLWAY PLC

Meeting: Annual 11/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Approve Final Dividend	For	For
Mgmt	5	Re-elect Paul Hampden Smith as Director	For	For
Mgmt	6	Re-elect Jason Honeyman as Director	For	For
Mgmt	7	Re-elect Keith Adey as Director	For	For
Mgmt	8	Re-elect Denise Jagger as Director	For	For
Mgmt	9	Re-elect Jill Caseberry as Director	For	For
Mgmt	10	Re-elect Ian McHoul as Director	For	For
Mgmt	11	Appoint Ernst & Young LLP as Auditors	For	For
Mgmt	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	13	Authorise Issue of Equity	For	For
Mgmt	14	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	16	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Mgmt	18	Adopt New Articles of Association	For	For

VOLUTION GROUP PLC

Meeting: Annual 11/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Policy	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Re-elect Paul Hollingworth as Director	For	For
Mgmt	5	Re-elect Ronnie George as Director	For	For
Mgmt	6	Re-elect Amanda Mellor as Director	For	For
Mgmt	7	Re-elect Andy O'Brien as Director	For	For
Mgmt	8	Re-elect Tony Reading as Director	For	For
Mgmt	9	Re-elect Claire Tiney as Director	For	For
Mgmt	10	Elect Nigel Lingwood as Director	For	For
Mgmt	11	Reappoint Ernst & Young LLP as Auditors	For	For
Mgmt	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	13	Authorise EU Political Donations and Expenditure	For	For
Mgmt	14	Authorise Issue of Equity	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

UK Stewardship Voting Record

FIDELITY SPECIAL VALUES PLC

Meeting: Annual 14/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Re-elect Andy Irvine as Director	For	For
Mgmt	4	Re-elect Claire Boyle as Director	For	For
Mgmt	5	Re-elect Dean Buckley as Director	For	For
Mgmt	6	Re-elect Nigel Foster as Director	For	For
Mgmt	7	Elect Alison McGregor as Director	For	For
Mgmt	8	Approve Remuneration Report	For	For
Mgmt	9	Approve Remuneration Policy	For	For
Mgmt	10	Reappoint Ernst & Young LLP as Auditors	For	For
Mgmt	11	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	12	Authorise Issue of Equity	For	For
Mgmt	13	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	14	Authorise Market Purchase of Ordinary Shares	For	For

RIVER & MERCANTILE GROUP PLC

Meeting: Annual 14/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Amend Deferred Equity Plan	For	For
Mgmt	5	Approve Value Transformation Plan	For	For
Mgmt	6	Approve Final Dividend	For	For
Mgmt	7	Re-elect Jonathan Dawson as Director	For	For
Mgmt	8	Re-elect James Barham as Director	For	For
Mgmt	9	Re-elect Angela Crawford-Ingle as Director	For	For
Mgmt	10	Re-elect John Misselbrook as Director	For	For
Mgmt	11	Re-elect Miriam Greenwood as Director	For	For
Mgmt	12	Elect Simon Wilson as Director	For	For
Mgmt	13	Reappoint BDO LLP as Auditors	For	For
Mgmt	14	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	15	Authorise Issue of Equity	For	For
Mgmt	16	Authorise the Company to Incur Political Expenditure	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	19	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

UK Stewardship Voting Record

BLANCCO TECHNOLOGY GROUP PLC

Meeting: Annual 15/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Elect Catherine Michel as Director	For	For
Mgmt	4	Re-elect Philip Rogerson as Director	For	For
Mgmt	5	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	For
Mgmt	6	Authorise Issue of Equity	For	For
Mgmt	7	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	8	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	9	Adopt New Articles of Association	For	For

INTERNATIONAL BIOTECHNOLOGY TRUST PLC

Meeting: Annual 15/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Policy Voter Rationale: We decided to vote against following considerations that the proposed policy allows additional payments to NEDs.	For	Against
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Company's Dividend Policy	For	For
Mgmt	5	Re-elect Dr Veronique Bouchet as Director	For	For
Mgmt	6	Elect Kate Cornish-Bowden as Director	For	For
Mgmt	7	Re-elect Caroline Gulliver as Director	For	For
Mgmt	8	Re-elect Jim Horsburgh as Director	For	For
Mgmt	9	Elect Patrick Magee as Director	For	For
Mgmt	10	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	11	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	12	Authorise Issue of Equity	For	For
Mgmt	13	Authorise Issue of Equity (Additional Authority)	For	For
Mgmt	14	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For
Mgmt	16	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

UK Stewardship Voting Record

SECURED INCOME FUND PLC

Meeting: Annual 16/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Policy Voter Rationale: We decided to vote against following considerations that the policy provides for additional payments to NEDs.	For	Against
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Reappoint RSM UK Audit LLP as Auditors	For	For
Mgmt	5	Authorise the Company's Audit and Valuation Committee to Fix Remuneration of Auditors	For	For
Mgmt	6	Re-elect Gaynor Coley as Director	For	For
Mgmt	7	Re-elect David Stevenson as Director Elect Brett Miller as Director	For	For
Mgmt	8	Voter Rationale: We decided to vote against following considerations around independence.	For	Against
Mgmt	9	Authorise Market Purchase of Ordinary Shares	For	For

ALTERNATIVE CREDIT INVESTMENTS PLC

Meeting: Court 17/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Scheme of Arrangement	For	For

ALTERNATIVE CREDIT INVESTMENTS PLC

Meeting: Special 17/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Matters Relating to the Recommended Cash Offer for Alternative Credit Investments plc by Waterfall EIT UK Limited	For	For
Mgmt	2	Approve Re-registration of the Company as a Private Limited Company by the Alternative Credit Investments Limited	For	For

UK Stewardship Voting Record

DOTDIGITAL GROUP PLC

Meeting: Annual 21/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Re-elect Paraag Amin as Director	For	For
Mgmt	4	Elect Michael O'Leary as Director	For	For
Mgmt	5	Elect Elizabeth Richards as Director	For	For
Mgmt	6	Reappoint Jeffrey's Henry LLP as Auditors and Authorise Their Remuneration	For	For
Mgmt	7	Approve Final Dividend	For	For
Mgmt	8	Authorise Issue of Equity	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	11	Authorise Market Purchase of Ordinary Shares	For	For

AVATION PLC

Meeting: Annual 23/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Re-elect Robert Chatfield as Director	For	For
Mgmt	5	Re-elect Derek Sharples as Director	For	For
Mgmt	6	Reappoint Ernst & Young as Auditors	For	For
Mgmt	7	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	8	Authorise Issue of Equity	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	10	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	11	Authorise Directors to Sell Treasury Shares for Cash	For	For

INFORMA PLC

Meeting: Special 23/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration Policy	For	For
Mgmt	2	Adopt the Informa Equity Revitalisation Plan	For	For

UK Stewardship Voting Record

KIN + CARTA PLC

Meeting: Annual 23/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	6	Re-elect J Schwan as Director	For	For
Mgmt	7	Re-elect Chris Kutsor as Director	For	For
Mgmt	8	Re-elect David Bell as Director	For	For
Mgmt	9	Re-elect John Kerr as Director	For	For
Mgmt	10	Re-elect Michele Maher as Director	For	For
Mgmt	11	Re-elect Nigel Pocklington as Director	For	For
Mgmt	12	Re-elect Helen Stevenson as Director	For	For
Mgmt	13	Approve Long Term Incentive Plan	For	For
Mgmt	14	Authorise Issue of Equity	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	17	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

GRESHAM TECHNOLOGIES PLC

Meeting: Special 30/12/2020

United Kingdom

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Performance Share Plan	For	For
Mgmt	2	Approve Remuneration Policy	For	For

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