

Board Statistics Report



Parameters Used:
 Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): All institution accounts
 Custodian Account(s): All custodian accounts
 Reporting Period: 10/01/2021 to 12/31/2021

Meeting Overview

Category	Number	Percentage
Number of votable meetings	23	
Number of meetings voted	17	73.91%
Number of meetings with at least 1 vote Against, Withhold or Abstain	6	26.09%

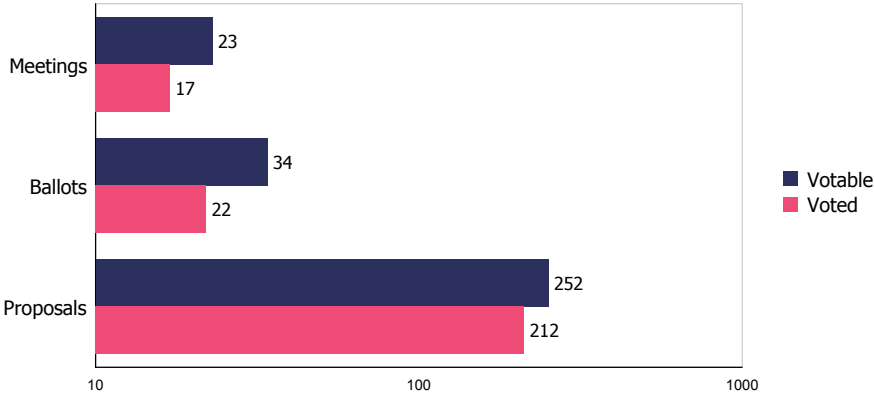
Ballot Overview

Category	Number	Percentage
Number of votable ballots	34	
Number of ballots voted	22	64.71%

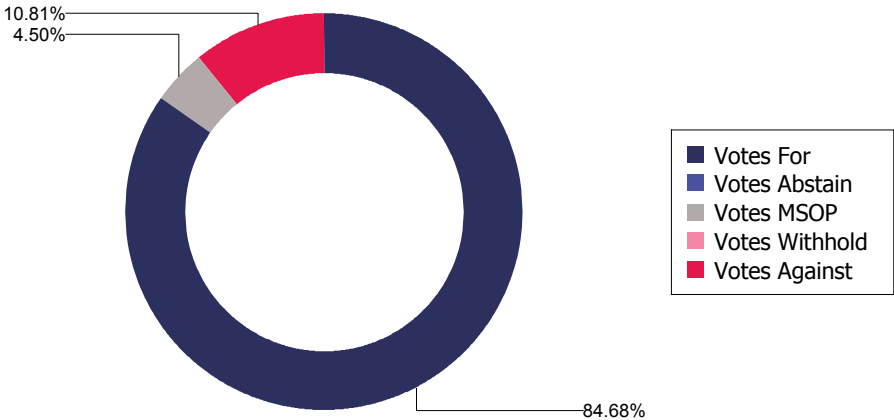
Proposal Overview

Category	Number	Percentage
Number of votable items	252	
Number of items voted	212	84.13%
Number of votes FOR	188	88.68%
Number of votes AGAINST	24	11.32%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	10	4.72%
Number of votes One Year	0	0.00%
Number of votes Two Years	0	0.00%
Number of votes Three Years	0	0.00%
Number of votes With Policy	212	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	188	88.68%
Number of votes Against Mgmt	24	11.32%
Number of votes on Shareholder Proposals	0	0.00%

Voting Statistics



Vote Cast Statistics

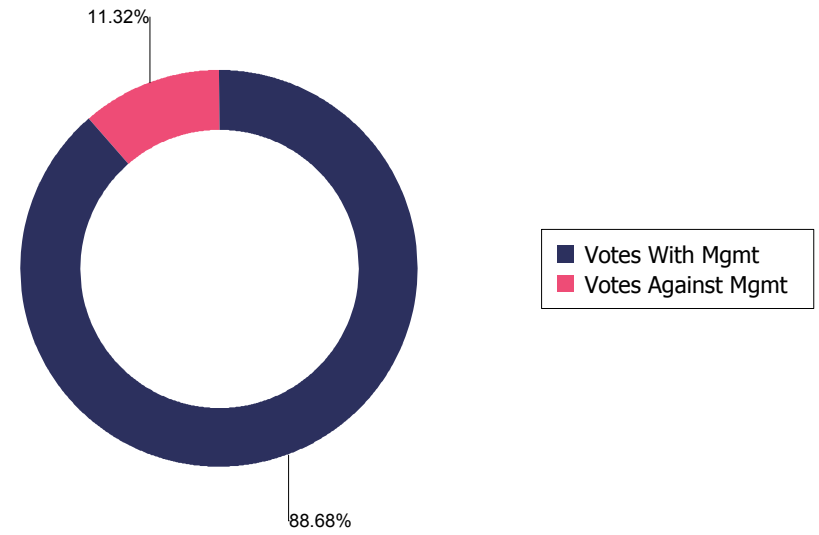


Note: Instructions of Do Not Vote are not considered voted, and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted by type may be higher than unique proposals voted.

Vote Alignment with Policy

No graphical representation provided.

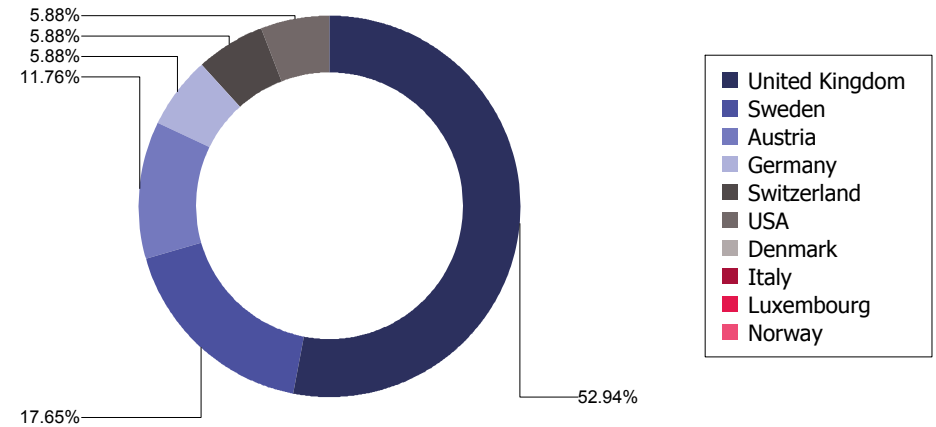
Vote Alignment with Management



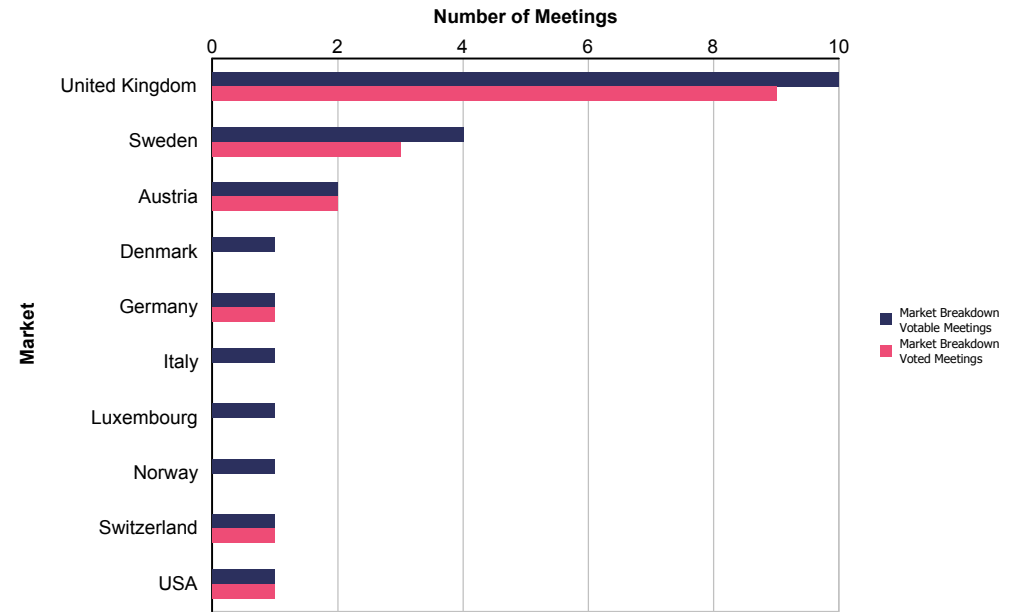
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
United Kingdom	10	9	90.00%
Sweden	4	3	75.00%
Austria	2	2	100.00%
Denmark	1	0	0.00%
Germany	1	1	100.00%
Italy	1	0	0.00%
Luxembourg	1	0	0.00%
Norway	1	0	0.00%
Switzerland	1	1	100.00%
USA	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of Items Voted AGST/ABST/WITHH
Clipper Logistics Plc	12-Oct-21	United Kingdom	Elect Director	Directors Related	Re-elect Steven Parkin as Director	1
Hays plc	10-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Susan Murray as Director	1
CVS Group Plc	24-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Richard Gray as Director	1
Volution Group Plc	09-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect Claire Tiney as Director	1
Volution Group Plc	09-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect Amanda Mellor as Director	1
Kin + Carta Plc	14-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect John Kerr as Director	1
Volution Group Plc	09-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect Nigel Lingwood as Director	1
Kin + Carta Plc	14-Dec-21	United Kingdom	Approve/Amend Bundled Remuneration Plans	Non-Salary Comp.	Amend Long Term Incentive Plan, Employee Stock Purchase Plan and Sharesave Plan	1
Clipper Logistics Plc	12-Oct-21	United Kingdom	Elect Director	Directors Related	Re-elect Christine Cross as Director	1
Hays plc	10-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Peter Williams as Director	1
Hays plc	10-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Torsten Kreindl as Director	1
Kin + Carta Plc	14-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect J Schwan as Director	1
Hays plc	10-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Andrew Martin as Director	1
Clipper Logistics Plc	12-Oct-21	United Kingdom	Elect Director	Directors Related	Re-elect Constantino Rocos as Director	1
Bachem Holding AG	15-Oct-21	Switzerland	Other Business	Routine/Business	Transact Other Business (Voting)	1
Kin + Carta Plc	14-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect David Bell as Director	1
CVS Group Plc	24-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Deborah Kemp as Director	1
Hays plc	10-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Cheryl Millington as Director	1
Kin + Carta Plc	14-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect Nigel Pocklington as Director	1
Kin + Carta Plc	14-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect Chris Kutsor as Director	1
Hays plc	10-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect MT Rainey as Director	1
Kin + Carta Plc	14-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect Michele Maher as Director	1
Clipper Logistics Plc	12-Oct-21	United Kingdom	Elect Director	Directors Related	Re-elect Stuart Watson as Director	1
Volution Group Plc	09-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect Paul Hollingworth as Director	1

Analysis of Votes Against Policy**There are no votes against policy.**

Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	# of items voted AGST Mgmt
Clipper Logistics Plc	12-Oct-21	United Kingdom	Elect Director	Directors Related	Re-elect Steven Parkin as Director	1
Hays plc	10-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Susan Murray as Director	1
CVS Group Plc	24-Nov-21	United Kingdom	Elect Director	Directors Related	Re-elect Richard Gray as Director	1
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Volution Group Plc	09-Dec-21	United Kingdom	Elect Director	Directors Related	Re-elect Paul Hollingworth as Director	1

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Avanza Bank Holding AB	16-Nov-21	Extraordinary Shareholders	Sweden	1585150
Banca Popolare di Sondrio SCRL	28-Dec-21	Extraordinary Shareholders	Italy	1594357
Befesa SA	05-Oct-21	Extraordinary Shareholders	Luxembourg	1573491

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Crayon Group Holding AS	23-Nov-21	Extraordinary Shareholders	Norway	1589081
Dechra Pharmaceuticals PLC	21-Oct-21	Annual	United Kingdom	1569153
Sydbank A/S	26-Oct-21	Extraordinary Shareholders	Denmark	1582678