

ALH GRUPPE
ALL VOTES

01/07/2025 to 30/09/2025

Date range covered : 07/01/2025 to 09/30/2025

Alstom SA**Meeting Date:** 07/10/2025**Country:** France**Ticker:** ALO**Meeting Type:** Annual/Special**Primary ISIN:** FR0010220475**Primary SEDOL:** B0DJ8Q5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voter Rationale: Shareholders should have the right to elect directors annually in order to hold them to account.</i>					
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Transaction with a Group of Financial Institutions, including Société Générale Re: Guarantee Contract	Mgmt	For	For	For
5	Approve Remuneration Policy of CEO	Mgmt	For	For	For
<i>Voter Rationale: Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i>					
6	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO, then CEO	Mgmt	For	For	For
10	Approve Compensation of Philippe Petitcolin, Chairman of the Board	Mgmt	For	For	For
11	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Capitalization of Reserves of Up to EUR 1.615 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.615 Billion	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 323 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 323 Million	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	For
<i>Voter Rationale: .</i>					
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	Against	For
<i>Voter Rationale: .</i>					
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
20	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 323 Million	Mgmt	For	For	For
22	Authorize up to 8 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
<i>Voter Rationale: Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards. Long-term incentive awards should not be allowed to vest within 3 years since the date of grant.</i>					
23	Ratify Amendment of Article 10 of Bylaws Re: Virtual Participation to Board Meetings	Mgmt	For	For	For
24	Amend Article 15.2 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
25	Amend Article 15.2 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Amend Article 18 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
27	Amend Article 22 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
28	Amend Article 10 of Bylaws Re: Written Consultation	Mgmt	For	For	For
29	Amend Article 10 of Bylaws Re: Advance Voting	Mgmt	For	For	For
30	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Industria de Diseno Textil SA

Meeting Date: 07/15/2025

Country: Spain

Ticker: ITX

Meeting Type: Annual

Primary ISIN: ES0148396007

Primary SEDOL: BP9DL90

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve Standalone Financial Statements	Mgmt	For	For	For
1.b	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Elect Roberto Cibeira Moreiras as Director	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
7	Approve Long-Term Incentive Plan	Mgmt	For	For	For
<p><i>Voter Rationale: Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i></p>					
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
<p><i>Voter Rationale: Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i></p>					
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Receive Amendments to Board of Directors Regulations	Mgmt			

Invesco Pan European Focus Equity Fund

Meeting Date: 07/16/2025

Country: Luxembourg

Ticker: N/A

Meeting Type: Annual

Primary ISIN: LU0642795305

Primary SEDOL: B3YBGV2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board's Report	Mgmt			
2	Receive Auditor's Report	Mgmt			
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	Approve Discharge of Directors and Auditors	Mgmt	For	For	For
7	Acknowledge Resignation of Rene Marston as Director	Mgmt			
8	Acknowledge Resignation of Andrea Mornato as Director	Mgmt			
9	Re-elect Peter Carroll as Director	Mgmt	For	For	For
10	Re-elect Timothy Caverly as Director	Mgmt	For	For	For
11	Re-elect Fergal Dempsey as Director	Mgmt	For	For	For
12	Ratify Co-optation and Elect Esa Kalliopuska as Director	Mgmt	For	For	For
13	Ratify Co-optation and Elect Adrian Mulryan as Director	Mgmt	For	For	For
14	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
15	Transact Other Business (Non-Voting)	Mgmt			

Stellantis NV

Meeting Date: 07/18/2025

Country: Netherlands

Ticker: STLAM

Meeting Type: Extraordinary Shareholders

Primary ISIN: NL00150001Q9

Primary SEDOL: BMD8KX7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.	Elect Antonio Filosa as Executive Director (Chief Executive Officer)	Mgmt	For	For	For
3.	Close Meeting	Mgmt			

HSBC ETFs PLC HSBC MSCI World UCITS ETF Fund

Meeting Date: 07/23/2025

Country: Ireland

Ticker: HMWO

Meeting Type: Annual

Primary ISIN: IE00B4X9L533

Primary SEDOL: B4X9L53

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify PwC as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Amundi Index Solutions - Amundi MSCI EM Asia SRI Climate Paris Aligned

Meeting Date: 07/25/2025

Country: Luxembourg

Ticker: SADA

Meeting Type: Extraordinary Shareholders

Primary ISIN: LU2300294589

Primary SEDOL: BRRH2C8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Article 3 Re: Object	Mgmt	For	For	For
2	Create New Article 15 Re: Power of the Board	Mgmt	For	For	For
3	Create New Article 16 Re: Eligible Assets	Mgmt	For	For	For
4	Create New Article 17 Re: Internal Credit Quality Assessment Procedure	Mgmt	For	For	For
5	Create New Article 18 Re: Liquidity Management Procedure	Mgmt	For	For	For
6	Amend Article 21 Re: Valuation and Suspension of Valuation and/or Dealings	Mgmt	For	For	For

Amundi Index Solutions - Amundi MSCI EM Asia SRI Climate Paris Aligned

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Article 22 Re: Determination of Net Asset Value	Mgmt	For	For	For
8	Amend Article 23 Re: Subscription Price	Mgmt	For	For	For
9	Amend Article 33 Re: General	Mgmt	For	For	For
10	Amend Cross-References and Defined Terms Across the Articles to Reflect the Changes Above	Mgmt	For	For	For

Amundi Index Solutions - Amundi MSCI Pacific Ex Japan SRI Climate Paris Aligned

Meeting Date: 07/25/2025

Country: Luxembourg

Ticker: GNAI

Meeting Type: Extraordinary Shareholders

Primary ISIN: LU0390717543

Primary SEDOL: 4M4C6D7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Article 3 Re: Object	Mgmt	For	For	For
2	Create New Article 15 Re: Power of the Board	Mgmt	For	For	For
3	Create New Article 16 Re: Eligible Assets	Mgmt	For	For	For
4	Create New Article 17 Re: Internal Credit Quality Assessment Procedure	Mgmt	For	For	For
5	Create New Article 18 Re: Liquidity Management Procedure	Mgmt	For	For	For
6	Amend Article 21 Re: Valuation and Suspension of Valuation and/or Dealings	Mgmt	For	For	For
7	Amend Article 22 Re: Determination of Net Asset Value	Mgmt	For	For	For
8	Amend Article 23 Re: Subscription Price	Mgmt	For	For	For
9	Amend Article 33 Re: General	Mgmt	For	For	For
10	Amend Cross-References and Defined Terms Across the Articles to Reflect the Changes Above	Mgmt	For	For	For

Banco de Sabadell SA

Meeting Date: 08/05/2025

Country: Spain

Ticker: SAB

Meeting Type: Extraordinary Shareholders

Primary ISIN: ES0113860A34

Primary SEDOL: B1X8QN2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Sale of the Shares of Banco Sabadell TSB Banking Group plc and Other Securities Issued by this Company	Mgmt	For	For	For

Banco de Sabadell SA

Meeting Date: 08/05/2025

Country: Spain

Ticker: SAB

Meeting Type: Extraordinary Shareholders

Primary ISIN: ES0113860A34

Primary SEDOL: B1X8QN2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Dividends Charged Against Reserves	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 08/08/2025

Country: Netherlands

Ticker: AD

Meeting Type: Extraordinary Shareholders

Primary ISIN: NL0011794037

Primary SEDOL: BDOQ398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Elect Wiebe Draijer to Supervisory Board	Mgmt	For	For	For
3.	Close Meeting	Mgmt			

Stewart Investors Asia Pacific Leaders Sustainability Fund

Meeting Date: 08/14/2025

Country: Ireland

Ticker: N/A

Meeting Type: Annual

Primary ISIN: IE00BFY85M14

Primary SEDOL: BFY85M1

Stewart Investors Asia Pacific Leaders Sustainability Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For
2	Ratify Deloitte Ireland LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For

HSBC ETFs PLC HSBC MSCI World UCITS ETF Fund

Meeting Date: 08/15/2025	Country: Ireland	Ticker: HMWO
	Meeting Type: Special	
		Primary ISIN: IE00B4X9L533
		Primary SEDOL: B4X9L53

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Changes to the Constitution of the Company	Mgmt	For	For	For

iShares plc - iShares Core S&P 500 UCITS ETF USD (Dist)

Meeting Date: 08/18/2025	Country: Ireland	Ticker: IUSA
	Meeting Type: Annual	
		Primary ISIN: IE0031442068
		Primary SEDOL: B1CDG49

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	Do Not Vote
4	Re-elect Ros O'Shea as Director	Mgmt	For	For	Do Not Vote
5	Re-elect Padraig Kenny as Director	Mgmt	For	For	Do Not Vote
6	Re-elect Deirdre Somers as Director	Mgmt	For	For	Do Not Vote
7	Re-elect William McKechnie as Director	Mgmt	For	For	Do Not Vote

iShares plc - iShares Core S&P 500 UCITS ETF USD (Dist)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Elect Manuela Sperandeo as Director	Mgmt	For	For	Do Not Vote

iShares plc - iShares MSCI World UCITS ETF

Meeting Date: 08/18/2025	Country: Ireland	Ticker: IWRD
	Meeting Type: Annual	Primary ISIN: IE00B0M62Q58
		Primary SEDOL: B0NWX22

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	Do Not Vote
4	Re-elect Ros O'Shea as Director	Mgmt	For	For	Do Not Vote
5	Re-elect Pdraig Kenny as Director	Mgmt	For	For	Do Not Vote
6	Re-elect Deirdre Somers as Director	Mgmt	For	For	Do Not Vote
7	Re-elect William McKechnie as Director	Mgmt	For	For	Do Not Vote
8	Elect Manuela Sperandeo as Director	Mgmt	For	For	Do Not Vote

Prosus NV

Meeting Date: 08/20/2025	Country: Netherlands	Ticker: PRX
	Meeting Type: Annual	Primary ISIN: NL0013654783
		Primary SEDOL: BJDS7L3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Receive Annual Report (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i></p>					
3.	Adopt Financial Statements	Mgmt	For	For	For
4.	Approve Allocation of Income	Mgmt	For	For	For
5.	Approve Discharge of Executive Directors	Mgmt	For	For	For
6.	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7.	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i></p>					
8.	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
9.	Elect Phuthi Mahanyele-Dabengwa as Executive Director	Mgmt	For	For	For
10.	Elect Nico Marais as Executive Director	Mgmt	For	For	For
11.1.	Reelect Koos Bekker as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders. In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board.</i></p>					
11.2.	Reelect Sharmistha Dubey as Director	Mgmt	For	For	For
11.3.	Reelect Debra Meyer as Director	Mgmt	For	For	For
11.4.	Reelect Steve Pacak as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders. The audit committee should be fully independent and this directors membership could hamper the committees impartiality and effectiveness.</i></p>					
12.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
13.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
14.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.	Authorize Repurchase of Shares	Mgmt	For	Against	Against
<i>Voter Rationale: Any share repurchase request in excess of 10% should be undertaken in exceptional circumstances only and be fully justified by the company.</i>					
16.	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
17.	Discuss Voting Results	Mgmt			
18.	Close Meeting	Mgmt			

Mediobanca Banca di Credito Finanziario SpA

Meeting Date: 08/21/2025	Country: Italy	Ticker: MB
	Meeting Type: Ordinary Shareholders	
	Primary ISIN: IT0000062957	Primary SEDOL: 4574813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Authorizations Related to the Public Voluntary Exchange Offer for all the Shares of Banca Generali	Mgmt	For	For	For

GuardCap UCITS Funds Plc - GuardCap Global Equity Fund

Meeting Date: 09/04/2025	Country: Ireland	Ticker: N/A
	Meeting Type: Annual	
	Primary ISIN: IE00BYQ67K80	Primary SEDOL: 0DWNJS9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For
2	Ratify KPMG as Auditors and Authorise Their Remuneration	Mgmt	For	For	For

Nomura Funds Ireland plc - Japan Strategic Value Fund

Meeting Date: 09/04/2025	Country: Ireland	Ticker: N/A
	Meeting Type: Annual	
	Primary ISIN: IE00B3VTHJ49	Primary SEDOL: B3VTHJ4

Nomura Funds Ireland plc - Japan Strategic Value Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify EY as Auditors	Mgmt	For	For	For
2	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Kering SA

Meeting Date: 09/09/2025

Country: France

Ticker: KER

Meeting Type: Extraordinary Shareholders

Primary ISIN: FR0000121485

Primary SEDOL: 5505072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Remuneration Policy of CEO for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	Refer	For
2	Approve Remuneration Policy of Chairman of the Board for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	Refer	Against
<i>Voter Rationale: A vote AGAINST the remuneration policy applicable to the non-executive chairman is warranted because: * Ongoing LTIPs would not be prorated to the chairman's effective time as executive of the company.</i>					
3	Approve Remuneration Policy of Directors for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
4	Elect Luca de Meo as Director for a Term that Differs from the 4 Year Term Specified in Article 10	Mgmt	For	For	For
5	Amend Articles 12 and 15 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For	For
	Ordinary Business	Mgmt			
6	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

PIMCO Funds: Global Investors Series plc - Income Fund

Meeting Date: 09/10/2025

Country: Ireland

Ticker: N/A

Meeting Type: Annual

Primary ISIN: IE00B7KFL990

Primary SEDOL: B7KFL99

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Man Dynamic Income

Meeting Date: 09/17/2025

Country: Ireland

Ticker: N/A

Meeting Type: Annual

Primary ISIN: IE000W4DU5G7

Primary SEDOL: 0DN2DS3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For
2	Ratify Deloitte Ireland LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Against

Voter Rationale: Auditors should undertake non-audit work in exceptional circumstances only. Any non-audit fees paid to the auditor should be clearly disclosed, justified and not exceed audit fees. Large non-audit fees could compromise objectivity of the audit.

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