Proxy Voting Results – Amova Asset Management UK Limited - Q4 2025

Company	Meeting Type	Country	Meeting Date	Proposal Category	Proposal Code M=Company S=Shareholder	Item Number	Vote Cast	Vote Against Management 0=For 1=Against	
Issuer Name	**Meeting Type**	**Geography**	**Meeting Date**	**Category**	**Proposed By**	**Item Number**	**Voting Decision**	**For/Against Management**	**Reason for Vote Against Management**
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1a	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1b	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1c	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1d	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1e	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1f	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1g	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1h	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1i	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1j	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Director Election	Company	1k	For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Audit Related	Company		2 For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Compensation	Company		3 For	For	
Amcor Plc	Annual	Jersey		06/11/2025 Compensation	Company		4 One Year	For	
Amcor Plc	Annual	Jersey		06/11/2025 Capitalization	Company		5 For	For	
AstraZeneca PLC	Special	United Kingdom		03/11/2025 Company Articles	Company		1 For	For	
Beijing Capital International Airport Company Limited	Extraordinary Shareholders	China		23/12/2025 Non-Routine Business	Company		1 For	For	
Beijing Capital International Airport Company Limited	Extraordinary Shareholders	China		23/12/2025 Non-Routine Business	Company		2 For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Related	Company		1 For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2a	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2b	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2c	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2d	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2e	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2f	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2g	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2h	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Director Election	Company	2i	For	For	
Bio-Techne Corporation	Annual	USA		30/10/2025 Compensation	Company		3 Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Bio-Techne Corporation	Annual	USA		30/10/2025 Audit Related	Company		4 For	For	
Brambles Limited	Annual	Australia		23/10/2025 Compensation	Company		2 For	For	
Brambles Limited	Annual	Australia		23/10/2025 Director Election	Company		3 For	For	
Brambles Limited	Annual	Australia		23/10/2025 Director Election	Company		4 Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
Brambles Limited	Annual	Australia		23/10/2025 Director Election	Company		5 For	For	
Brambles Limited	Annual	Australia		23/10/2025 Director Election	Company		6 For	For	
Brambles Limited	Annual	Australia		23/10/2025 Director Election	Company		7 For	For	
Brambles Limited	Annual	Australia		23/10/2025 Compensation	Company		8 For	For	
Brambles Limited	Annual	Australia		23/10/2025 Compensation	Company		9 For	For	
Brambles Limited	Annual	Australia		23/10/2025 Compensation	Company		10 For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1a	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1b	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1c	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1d	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1e	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1f	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1g	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1h	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Director Election	Company	1i	For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Compensation	Company		2 For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Compensation	Company		3 For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 Audit Related	Company		4 For	For	
Cisco Systems, Inc.	Annual	USA		16/12/2025 E&S Blended	Shareholder		5 Against	For	
Coles Group Limited	Annual	Australia		11/11/2025 Director Election	Company		2.1 For	For	
Coles Group Limited	Annual	Australia		11/11/2025 Director Election	Company		2.2 For	For	
Coles Group Limited	Annual	Australia		11/11/2025 Compensation	Company		3 For	For	
Coles Group Limited	Annual	Australia		11/11/2025 Compensation	Company		4 For	For	
Coles Group Limited	Annual	Australia		11/11/2025 Compensation	Company		5 For	For	
Coles Group Limited	Annual	Australia		11/11/2025 Company Articles	Shareholder		6.1 Against	For	
Coles Group Limited	Annual	Australia		11/11/2025 Environmental	Shareholder		6.3 Against	For	
Computershare Limited	Annual	Australia		13/11/2025 Director Election	Company		2 For	For	
Computershare Limited	Annual	Australia		13/11/2025 Compensation	Company		3 For	For	
Computershare Limited	Annual	Australia		13/11/2025 Compensation	Company		4 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Routine Business	Company		1 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Compensation	Company		2 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Routine Business	Company		3 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		4 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		5 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		6 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		7 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		8 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		9 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		10 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		11 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Director Election	Company		12 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Audit Related	Company		13 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Audit Related	Company		14 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Social	Company		15 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Capitalization	Company		16 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Compensation	Company		17 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Capitalization	Company		18 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Capitalization	Company		19 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Company Articles	Company		20 For	For	
Diageo Plc	Annual	United Kingdom		06/11/2025 Takeover Related	Company		21 For	For	
Dongfeng Motor Group Company Limited	Extraordinary Shareholders	China		29/12/2025 Director Election	Company		1 For	For	
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Routine Business	Company		1 For	For	
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Compensation	Company		2 Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Director Election	Company	3a	Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Director Election	Company	3b	For	For	
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Director Election	Company	3c	Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Director Election	Company	3d	Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Director Election	Company	3e	Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Director Election	Company	3f	Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Audit Related	Company		4 For	For	
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Compensation	Company		5 Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Compensation	Company		6 For	For	
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Compensation	Company		7 For	For	
James Hardie Industries Plc	Annual	Ireland		29/10/2025 Compensation	Company		8 Against	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1a	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1b	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1c	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1d	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1e	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1f	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1g	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1h	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1i	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1j	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1k	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Director Election	Company	1l	For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Compensation	Company		2 For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Audit Related	Company		3 For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Compensation	Company		4 For	For	
Microsoft Corporation	Annual	USA		05/12/2025 Social	Shareholder		5 Against	For	
Microsoft Corporation	Annual	USA		05/12/2025 Social	Shareholder		6 Against	For	
Microsoft Corporation	Annual	USA		05/12/2025 Social	Shareholder		7 Against	For	
Microsoft Corporation	Annual	USA		05/12/2025 Social	Shareholder		8 For	Against	Voting in line with the Global Equity Team's Environmental and Social commitments
Microsoft Corporation	Annual	USA		05/12/2025 Social	Shareholder		9 For	Against	Voting in line with the Global Equity Team's Environmental and Social commitments
Microsoft Corporation	Annual	USA		05/12/2025 Social	Shareholder		10 Against	For	
Novo Nordisk A/S	Extraordinary Shareholders	Denmark		14/11/2025 Director Election	Shareholder		1.1 Abstain	For	
Novo Nordisk A/S	Extraordinary Shareholders	Denmark		14/11/2025 Director Election	Shareholder		1.2 Abstain	For	
Novo Nordisk A/S	Extraordinary Shareholders	Denmark		14/11/2025 Director Election	Shareholder	1.3.1	Abstain	For	
Novo Nordisk A/S	Extraordinary Shareholders	Denmark		14/11/2025 Director Election	Shareholder	1.3.2	Abstain	For	
Novo Nordisk A/S	Extraordinary Shareholders	Denmark		14/11/2025 Director Election	Shareholder	1.3.3	Abstain	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.1 Withhold	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.2 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.3 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.4 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.5 Withhold	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.6 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.7 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.8 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.9 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.10 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.11 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.12 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Director Election	Company		1.13 For	For	
Oracle Corporation	Annual	USA		18/11/2025 Compensation	Company		2 Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Oracle Corporation	Annual	USA		18/11/2025 Audit Related	Company		3 For	For	
PT Semen Indonesia (Persero) Tbk	Extraordinary Shareholders	Indonesia		22/12/2025 Miscellaneous	Shareholder		1 For	For	
PT Semen Indonesia (Persero) Tbk	Extraordinary Shareholders	Indonesia		22/12/2025 Miscellaneous	Shareholder		2 For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1a	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1b	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1c	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1d	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1e	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1f	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1g	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1h	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1i	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Director Election	Company	1j	For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Compensation	Company		2 For	For	
Paychex, Inc.	Annual	USA		09/10/2025 Audit Related	Company		3 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Election	Company		1.1 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Election	Company		1.2 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Election	Company		1.3 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Election	Company		1.4 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Election	Company		1.5 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Election	Company		1.6 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Election	Company		2.1 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Election	Company		2.2 Against	Against	Proposed board composition is not aligned with Global Equity Team's governance policy
SHIFT, Inc.	Annual	Japan		25/11/2025 Director Related	Company		3 For	For	
SHIFT, Inc.	Annual	Japan		25/11/2025 Audit Related	Company		4 For	For	
Schlumberger N.V.	Special	Curacao		07/10/2025 Routine Business	Company		1 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Routine Business	Company		1 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Routine Business	Company		2 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Director Election	Company	3a	For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Director Election	Company	3b	For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Director Election	Company	3c	For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Compensation	Company		4 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Compensation	Company		5 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Audit Related	Company		6 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Director Election	Company		7 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Routine Business	Company		8 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Capitalization	Company		9 For	For	
Singapore Exchange Limited	Annual	Singapore		09/10/2025 Capitalization	Company		10 For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1a	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1b	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1c	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1d	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1e	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1f	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1g	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1h	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1i	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1j	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1k	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1l	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1m	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Director Election	Company	1n	For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Audit Related	Company		2 For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Compensation	Company		3 For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Compensation	Company		4 For	For	
The Procter & Gamble Company	Annual	USA		14/10/2025 Environmental	Shareholder		5 Against	For	
Unilever Plc	Special	United Kingdom		21/10/2025 Capitalization	Company		1 For	For	
Unilever Plc	Special	United Kingdom		21/10/2025 Capitalization	Company		2 For	For	
Union Pacific Corporation	Special	USA		14/11/2025 Strategic Transactions	Company		1 For	For	
Union Pacific Corporation	Special	USA		14/11/2025 Takeover Related	Company		2 For	For	
Worley Limited	Annual	Australia		20/11/2025 Director Election	Company	2a	For	For	
Worley Limited	Annual	Australia		20/11/2025 Director Election	Company	2b	For	For	
Worley Limited	Annual	Australia		20/11/2025 Director Election	Company	2c	For	For	
Worley Limited	Annual	Australia		20/11/2025 Compensation	Company		3 For	For	
Worley Limited	Annual	Australia		20/11/2025 Compensation	Company		4 Against	Against	Compensation is not aligned with Global Equity Team's Executive Compensation System principle
Worley Limited	Annual	Australia		20/11/2025 Compensation	Company		5 For	For	
Worley Limited	Annual	Australia		20/11/2025 Compensation	Company		6 For	For	
Worley Limited	Annual	Australia		20/11/2025 Takeover Related	Company		7 For	For	