

Reporting Period: 1/1/22 to 12/31/22

						Instruc	tions		Man	agement		
	Meetings	Proposals	For	Against	Abstain	Withhold	DNV		With	Against		
Audit Related												
Management												
Ratify Auditors	42	42	41	0	0	0	1		41	0		
Authorize Board to Fix Remuneration of External Auditor(s)	29	29	27	1	0	0	1		27	1		
Approve Auditors and Authorize Board to Fix Their Remuneration	1	1	1	0	0	0	0		1	0		
Totals for Audit Related :	47	72	69	1	0	0	2		69	1		
Capitalization												
Management												
Eliminate Preemptive Rights	1	1	1	0	0	0	0		1	0		
Authorize Share Repurchase Program	29	29	28	1	0	0	0		28	1		
Approve Issuance of Shares for a Private Placement	1	1	0	1	0	0	0		0	1		
Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	2	2	2	0	0	0	0		2	0		
Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	1	1	0	1	0	0	0		0	1		
Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	33	47	43	3	0	0	1		43	3		
Approve Cancellation of Capital Authorization	1	1	1	0	0	0	0		1	0		
Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	1	1	0	1	0	0	0		0	1		
Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8	8	8	0	0	0	0		8	0		



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							Instru	ctions	Man	agement	
		Meetings	Proposals	For	Against	Abstain	Withhold	DNV	With	Against	
	Approve Reduction in Share Capital	2	2	2	0	0	0	0	2	0	
	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	20	20	20	0	0	0	0	20	0	
	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	1	1	0	1	0	0	0	0	1	
	Totals for Capitalization :	45	114	105	8	0	0	1	105	8	
Compa	ny Articles										
Ma	anagement										
	Amend Articles/Bylaws/Charter Routine	1	1	1	0	0	0	0	1	0	
	Adopt New Articles of Association/Charter	1	1	1	0	0	0	0	1	0	
	Amend Articles/Bylaws/Charter Non-Routine	5	7	7	0	0	0	0	7	0	
	Amend Articles Board-Related	4	4	4	0	0	0	0	4	0	
	Totals for Company Articles :	11	13	13	0	0	0	0	13	0	
Compe	nsation										
Ma	anagement										
	Approve Remuneration of Directors and Auditors	5	5	5	0	0	0	0	5	0	
	Approve Remuneration of Directors and/or Committee Members	23	33	31	1	0	0	1	31	1	
	Approve Executive Share Option Plan	6	6	5	0	0	0	1	5	0	
	Approve Restricted Stock Plan	9	11	10	1	0	0	0	10	1	
	Amend Restricted Stock Plan	1	1	1	0	0	0	0	1	0	



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Institution Account(s): Montanaro European Smaller Companies Fund

						Instruc	tions			Mana	gement		
	Meetings	Proposals	For	Against	Abstain	Withhold	DNV			With	Against		
Approve Qualified Employee Stock Purchase Plan	4	5	4	1	0	0	0			5	0		
Approve Bonus Matching Plan	1	1	1	0	0	0	0			1	0		
Approve Omnibus Stock Plan	1	1	1	0	0	0	0			1	0		
Approve Equity Plan Financing	4	7	5	1	1	0	0			5	2		
Approve Alternative Equity Plan Financing	2	2	1	1	0	0	0			1	1		
Approve Remuneration of Executive Directors and/or Non-Executive Directors	4	5	5	0	0	0	0			5	0		
Advisory Vote to Ratify Named Executive Officers' Compensation	50	50	44	5	0	0	1			44	5		
Approve Remuneration Policy	18	20	18	2	0	0	0			18	2		
Approve Increase in Aggregate Compensation Ceiling for Directors	1	1	1	0	0	0	0			1	0		
Approve or Amend Option Plan for Overseas Employees	1	3	3	0	0	0	0			3	0		
Remuneration-Related	1	1	1	0	0	0	0			1	0		
Totals for Compensation :	57	152	136	12	1	0	3			137	12		

### **Director Election**

#### Management

Elect Director	41	280	266	5	1	3	5		266	9	
Elect Directors (Bundled)	2	2	1	0	1	0	0		1	1	
Elect Director and Approve Director's Remuneration	1	3	3	0	0	0	0		3	0	
Elect Board of Directors and Auditors (Bundled)	2	2	2	0	0	0	0		2	0	
Elect Supervisory Board Member	4	8	7	1	0	0	0		7	1	



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						Instruc	ctions	Mana	gement		
	Meetings	Proposals	For	Against	Abstain	Withhold	DNV	With	Against		
Shareholder											
Elect Supervisory Board Members (Bundled)	1	2	1	1	0	0	0	2	0		
Totals for Director Election :	51	297	280	7	2	3	5	281	11		
Director Related											
Management											
Elect Member of Nominating Committee	8	12	11	0	0	0	1	11	0		
Elect Member of Remuneration Committee	4	12	11	0	1	0	0	11	1		
Fix Number of Directors and/or Auditors	13	18	16	0	0	0	2	16	0		
Approve Discharge of Management Board (Bundled)	8	8	8	0	0	0	0	8	0		
Approve Discharge of Supervisory Board (Bundled)	5	5	5	0	0	0	0	5	0		
Approve Discharge of Auditors	1	1	1	0	0	0	0	1	0		
Approve Discharge of Board and President (Bundled)	7	19	19	0	0	0	0	19	0		
Approve Discharge Other (Bundled)	1	1	1	0	0	0	0	1	0		
Elect Board Chairman/Vice-Chairman	13	14	11	0	2	0	1	13	0		
Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	4	4	0	3	1	0	0	4	0		
Approve Executive Appointment	1	3	3	0	0	0	0	3	0		
Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	7	8	8	0	0	0	0	8	0		
Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	9	64	56	0	0	0	8	56	0		



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intution Account(s): Montanaro European Smalle	or companies	T dild									
						Instruc	ctions	Mana	agement		
	Meetings	Proposals	For	Against	Abstain	Withhold	DNV	With	Against		
Shareholder											
Company-Specific Board-Related	1	2	2	0	0	0	0	2	0		
Change Size of Board of Directors	1	1	1	0	0	0	0	1	0		
Totals for Director Related :	32	172	153	3	4	0	12	159	1		
ellaneous											
Management											
Miscellaneous Proposal: Company-Specific	1	1	1	0	0	0	0	1	0		
Shareholder											
Company-Specific Shareholder Miscellaneous	1	1	0	1	0	0	0	1	0		
Totals for Miscellaneous :	2	2	1	1	0	0	0	2	0		
Routine Business											
Management											
Approve Special Auditors' Report Regarding Related-Party Transactions	2	2	1	1	0	0	0	1	1		
Totals for Non-Routine Business :	2	2	1	1	0	0	0	1	1		
ine Business											
Management											
Accept Consolidated Financial Statements and Statutory Reports	3	3	3	0	0	0	0	3	0		
Accept Financial Statements and Statutory Reports	47	47	46	0	0	0	1	46	0		
Approve Dividends	17	17	17	0	0	0	0	17	0		



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						Instruc	tions			Mana	gement			
	Meetings	Proposals	For	Against	Abstain	Withhold	DNV			With	Against			
Approve Special/Interim Dividends	1	1	0	0	1	0	0			1	0			
Designate X as Independent Proxy	4	4	4	0	0	0	0			4	0			
Change Company Name	1	1	1	0	0	0	0			1	0			
Authorize Filing of Required Documents/Other Formalities	4	5	5	0	0	0	0			5	0			
Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	13	19	18	0	0	0	1			18	0			
Approve Stock Dividend Program	1	1	1	0	0	0	0			1	0			
Other Business	4	4	2	1	1	0	0			2	2			
Approve Minutes of Previous Meeting	15	15	14	0	0	0	1			14	0			
Authorize Board to Ratify and Execute Approved Resolutions	1	1	1	0	0	0	0			1	0			
Approve Financial Statements, Allocation of Income, and Discharge Directors	4	4	4	0	0	0	0			4	0			
Approve Allocation of Income and Dividends	32	32	31	0	0	0	1			31	0			
Elect Chairman of Meeting	15	15	14	0	0	0	1			14	0			
Prepare and Approve List of Shareholders	13	13	12	0	0	0	1			12	0			
Acknowledge Proper Convening of Meeting	13	13	12	0	0	0	1			12	0			
Approve Standard Accounting Transfers	1	1	1	0	0	0	0			1	0			
Discuss/Approve Company's Corporate Governance Structure/Statement	1	1	1	0	0	0	0			1	0			
Allow Shareholder Meetings to be Held in Virtual-Only Format	1	1	1	0	0	0	0			1	0			
Totals for Routine Business :	55	198	188	1	2	0	7			189	2			



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cial												
Management												
Approve Political Donations	4	4	4	0	0	0	0		4	0		
Totals for Social :	4	4	4	0	0	0	0		4	0		
rategic Transactions												
Management												
Approve Merger Agreement	1	1	1	0	0	0	0		1	0		
Approve Scheme of Arrangement	1	1	1	0	0	0	0		1	0		
Approve Acquisition OR Issue Shares in Connection with Acquisition	1	1	1	0	0	0	0		1	0		
Approve Affiliation Agreements with Subsidiaries	1	5	5	0	0	0	0		5	0		
Totals for Strategic Transactions :	4	8	8	0	0	0	0		8	0		
keover Related												
Management												
Authorize the Company to Call EGM with Two Weeks Notice	15	15	15	0	0	0	0		15	0		
Totals for Takeover Related :	15	15	15	0	0	0	0		15	0		
Totals for the report :	61	1049	973	34	9	3	30		983	36		