

Vote Summary

UNILEVER PLC

Security	G92087165	Meeting Type	Ordinary General Meeting
Ticker Symbol		Meeting Date	12-Oct-2020
ISIN	GB00B10RZP78	Agenda	713023339 - Management
Record Date		Holding Recon Date	08-Oct-2020
City / Country	LONDON / United Kingdom	Vote Deadline Date	06-Oct-2020
SEDOL(s)	B10RZP7 - B15F6K8 - BKSG2B4 - BZ15D54	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	THE SPECIAL RESOLUTION IS TO APPROVE: (I) THE CROSS-BORDER MERGER, INCLUDING ALL SUCH STEPS AS ARE NECESSARY TO BE TAKEN FOR THE PURPOSE OF EFFECTING THE CROSS-BORDER MERGER; AND (II) THE AMENDMENTS TO THE COMPANY'S ARTICLES OF ASSOCIATION. THE SPECIAL RESOLUTION IS SET OUT IN FULL IN THE NOTICE OF GENERAL MEETING CONTAINED IN SCHEDULE 2 OF THE CIRCULAR	Management	For	For	For

Vote Summary

UNILEVER PLC

Security	G92087165	Meeting Type	Court Meeting
Ticker Symbol		Meeting Date	12-Oct-2020
ISIN	GB00B10RZP78	Agenda	713023341 - Management
Record Date		Holding Recon Date	08-Oct-2020
City / Country	LONDON / United Kingdom	Vote Deadline Date	06-Oct-2020
SEDOL(s)	B10RZP7 - B15F6K8 - BKSG2B4 - BZ15D54	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	PLEASE NOTE THAT ABSTAIN IS NOT A VALID VOTE OPTION FOR THIS MEETING TYPE.-PLEASE CHOOSE BETWEEN "FOR" AND "AGAINST" ONLY. SHOULD YOU CHOOSE TO VOTE- ABSTAIN FOR THIS MEETING THEN YOUR VOTE WILL BE DISREGARDED BY THE ISSUER OR-ISSUERS AGENT	Non-Voting			
1	APPROVAL OF CROSS-BORDER MERGER	Management	For	For	For

Vote Summary

THE PROCTER & GAMBLE COMPANY

Security	742718109	Meeting Type	Annual
Ticker Symbol	PG	Meeting Date	13-Oct-2020
ISIN	US7427181091	Agenda	935264969 - Management
Record Date	14-Aug-2020	Holding Recon Date	14-Aug-2020
City / Country	/ United States	Vote Deadline Date	12-Oct-2020
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	ELECTION OF DIRECTOR: Francis S. Blake	Management	For	For	For
1B.	ELECTION OF DIRECTOR: Angela F. Braly	Management	For	For	For
1C.	ELECTION OF DIRECTOR: Amy L. Chang	Management	For	For	For
1D.	ELECTION OF DIRECTOR: Joseph Jimenez	Management	For	For	For
1E.	ELECTION OF DIRECTOR: Debra L. Lee	Management	For	For	For
1F.	ELECTION OF DIRECTOR: Terry J. Lundgren	Management	For	For	For
1G.	ELECTION OF DIRECTOR: Christine M. McCarthy	Management	For	For	For
1H.	ELECTION OF DIRECTOR: W. James McNerney, Jr.	Management	Against	For	Against
	Comments: Evenlode chose to vote AGAINST management on the re-election of James McNerney due to him being on the board for 18 years and there being a combined chair and CEO.				
1I.	ELECTION OF DIRECTOR: Nelson Peltz	Management	For	For	For
1J.	ELECTION OF DIRECTOR: David S. Taylor	Management	For	For	For
1K.	ELECTION OF DIRECTOR: Margaret C. Whitman	Management	For	For	For
1L.	ELECTION OF DIRECTOR: Patricia A. Woertz	Management	For	For	For
2.	Ratify Appointment of the Independent Registered Public Accounting Firm.	Management	For	For	For
3.	Advisory Vote to Approve the Company's Executive Compensation (the "Say on Pay" vote).	Management	For	For	For
4.	Approval of The Procter & Gamble Company International Stock Ownership Plan, As Amended and Restated.	Management	For	For	For
5.	Shareholder Proposal - Report on Efforts to Eliminate Deforestation.	Shareholder	For	Against	Against
	Comments: Additional disclosure especially via CDP surveys is a positive step towards creating more awareness and hence eliminating deforestation through the company's supply chain.				
6.	Shareholder Proposal - Annual Report on Diversity.	Shareholder	Against	Against	For

Vote Summary

PAYCHEX, INC.

Security	704326107	Meeting Type	Annual
Ticker Symbol	PAYX	Meeting Date	15-Oct-2020
ISIN	US7043261079	Agenda	935267066 - Management
Record Date	17-Aug-2020	Holding Recon Date	17-Aug-2020
City / Country	/ United States	Vote Deadline Date	14-Oct-2020
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	Election of Director: B. Thomas Golisano	Management	For	For	For
1B.	Election of Director: Thomas F. Bonadio	Management	For	For	For
1C.	Election of Director: Joseph G. Doody	Management	For	For	For
1D.	Election of Director: David J.S. Flaschen	Management	For	For	For
1E.	Election of Director: Pamela A. Joseph	Management	For	For	For
1F.	Election of Director: Martin Mucci	Management	For	For	For
1G.	Election of Director: Joseph M. Tucci	Management	Against	For	Against
	<p>Comments: Evenlode chose to vote AGAINST management on the re-election of the lead independent director (LID). We feel the company and its governance and compensation committee will benefit from a LID who hasn't been on the board for 20 years. There are also some tenure concerns more generally on the board which will be addressed via an engagement post the AGM.</p>				
1H.	Election of Director: Joseph M. Velli	Management	For	For	For
1I.	Election of Director: Kara Wilson	Management	For	For	For
2.	ADVISORY VOTE TO APPROVE NAMED EXECUTIVE OFFICER COMPENSATION.	Management	For	For	For
3.	TO APPROVE AND AMEND THE PAYCHEX, INC. 2002 STOCK INCENTIVE PLAN.	Management	For	For	For
4.	RATIFICATION OF SELECTION OF PRICEWATERHOUSECOOPERS LLP TO SERVE AS THE INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM.	Management	For	For	For

Vote Summary

ASHMORE GROUP PLC

Security	G0609C101	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	16-Oct-2020
ISIN	GB00B132NW22	Agenda	713134396 - Management
Record Date		Holding Recon Date	14-Oct-2020
City / Country	LONDON / United Kingdom	Vote Deadline Date	12-Oct-2020
SEDOL(s)	B132NW2 - B1G4GN7 - B3D1C37 - BKSG2C5	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	TO RECEIVE AND ADOPT THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020 TOGETHER WITH THE REPORTS OF THE DIRECTORS AND AUDITORS THEREON	Management	For	For	For
2	TO DECLARE A FINAL DIVIDEND FOR THE YEAR ENDED 30 JUNE 2020 OF 12.10 PENCE PER ORDINARY SHARE	Management	For	For	For
3	TO RE-ELECT MARK COOMBS AS A DIRECTOR	Management	For	For	For
4	TO RE-ELECT TOM SHIPPEY AS A DIRECTOR	Management	For	For	For
5	TO RE-ELECT CLIVE ADAMSON AS A DIRECTOR	Management	For	For	For
6	TO RE-ELECT DAVID BENNETT AS A DIRECTOR	Management	For	For	For
7	TO RE-ELECT JENNIFER BINGHAM AS A DIRECTOR	Management	For	For	For
8	TO RE-ELECT DAME ANNE PRINGLE AS A DIRECTOR	Management	For	For	For
9	TO APPROVE THE DIRECTORS' REMUNERATION POLICY SET OUT ON PAGES 92 TO 93 IN THE ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2020	Management	For	For	For
10	TO APPROVE THE DIRECTORS' REMUNERATION REPORT (EXCLUDING THE REMUNERATION POLICY) SET OUT ON PAGES 75 TO 109 IN THE ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2020	Management	For	For	For
11	TO RE-APPOINT KPMG LLP AS AUDITORS	Management	For	For	For
12	TO AUTHORISE THE AUDIT AND RISK COMMITTEE TO AGREE THE REMUNERATION OF THE AUDITORS	Management	For	For	For
13	TO AUTHORISE POLITICAL DONATIONS AND POLITICAL EXPENDITURE	Management	For	For	For
14	TO AUTHORISE THE DIRECTORS TO ALLOT SHARES	Management	For	For	For

Vote Summary

15	TO AUTHORISE THE DIS-APPLICATION OF PRE-EMPTION RIGHTS UP TO 35,637,040 SHARES	Management	For	For	For
16	TO AUTHORISE THE DIS-APPLICATION OF PRE-EMPTION RIGHTS UP TO A FURTHER 35,637,040 SHARES	Management	For	For	For
17	TO AUTHORISE MARKET PURCHASES OF SHARES	Management	For	For	For
18	TO APPROVE THE RENEWAL OF THE WAIVER OF THE OBLIGATION UNDER RULE 9 OF THE TAKEOVER CODE	Management	For	For	For
19	TO REDUCE THE NOTICE PERIOD FOR GENERAL MEETINGS OTHER THAN AN ANNUAL GENERAL MEETING	Management	For	For	For
20	TO ADOPT THE NEW ARTICLES	Management	For	For	For

Vote Summary

ORACLE CORPORATION

Security	68389X105	Meeting Type	Annual
Ticker Symbol	ORCL	Meeting Date	04-Nov-2020
ISIN	US68389X1054	Agenda	935274554 - Management
Record Date	08-Sep-2020	Holding Recon Date	08-Sep-2020
City / Country	/ United States	Vote Deadline Date	03-Nov-2020
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1.	DIRECTOR	Management			
	1 Jeffrey S. Berg		For	For	For
	2 Michael J. Boskin		For	For	For
	3 Safra A. Catz		For	For	For
	4 Bruce R. Chizen		For	For	For
	5 George H. Conrades		For	For	For
	6 Lawrence J. Ellison		For	For	For
	7 Rona A. Fairhead		For	For	For
	8 Jeffrey O. Henley		For	For	For
	9 Renee J. James		For	For	For
	10 Charles W. Moorman IV		For	For	For
	11 Leon E. Panetta		For	For	For
	12 William G. Parrett		For	For	For
	13 Naomi O. Seligman		For	For	For
	14 Vishal Sikka		For	For	For
2.	Advisory Vote to Approve Compensation of Named Executive Officers.	Management	For	For	For
3.	Approve the Oracle Corporation 2020 Equity Incentive Plan.	Management	For	For	For
4.	Ratification of Selection of Independent Registered Public Accounting Firm.	Management	For	For	For
5.	Stockholder Proposal Regarding Pay Equity Report.	Shareholder	For	Against	Against
	Comments: A vote AGAINST management recommendations is warranted as a standalone report will further enhance transparency and spread awareness of the issue. First step to potentially closing the gap in the future.				
6.	Stockholder Proposal Regarding Independent Board Chair.	Shareholder	Against	Against	For

Vote Summary

HAYS PLC

Security	G4361D109	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	11-Nov-2020
ISIN	GB0004161021	Agenda	713181321 - Management
Record Date		Holding Recon Date	09-Nov-2020
City / Country	LONDON / United Kingdom	Vote Deadline Date	05-Nov-2020
SEDOL(s)	0416102 - 5607688 - B02STY8 - BKSG0X2	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	TO RECEIVE THE DIRECTORS AND AUDITORS REPORTS AND THE FINANCIAL STATEMENTS	Management	For	For	For
2	TO APPROVE THE DIRECTORS REMUNERATION POLICY	Management	For	For	For
3	TO APPROVE THE DIRECTORS REMUNERATION REPORT	Management	For	For	For
4	TO RE-ELECT ANDREW MARTIN AS A DIRECTOR	Management	For	For	For
5	TO RE-ELECT ALISTAIR COX AS A DIRECTOR	Management	For	For	For
6	TO RE-ELECT PAUL VENABLES AS A DIRECTOR	Management	For	For	For
7	TO RE-ELECT TORSTEN KREINDL AS A DIRECTOR	Management	For	For	For
8	TO RE-ELECT CHERYL MILLINGTON AS A DIRECTOR	Management	For	For	For
9	TO RE-ELECT SUSAN MURRAY AS A DIRECTOR	Management	For	For	For
10	TO RE-ELECT MT RAINEY AS A DIRECTOR	Management	For	For	For
11	TO RE-ELECT PETER WILLIAMS AS A DIRECTOR	Management	For	For	For
12	TO REAPPOINT PRICEWATERHOUSECOOPERS LLP AS AUDITOR OF THE COMPANY	Management	For	For	For
13	TO AUTHORISE THE DIRECTORS TO DETERMINE THE AUDITORS REMUNERATION	Management	For	For	For
14	TO AUTHORISE THE COMPANY TO MAKE LIMITED DONATIONS TO POLITICAL ORGANISATIONS AND TO INCUR POLITICAL EXPENDITURE	Management	For	For	For
15	TO AUTHORISE THE DIRECTORS TO ALLOT SHARES IN THE COMPANY	Management	For	For	For
16	TO AUTHORISE THE DIRECTORS TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	For	For
17	TO AUTHORISE THE COMPANY TO PURCHASE ITS OWN SHARES	Management	For	For	For

Vote Summary

18	TO AUTHORISE THE CALLING OF A GENERAL MEETING WITH 14 CLEAR DAYS NOTICE	Management	For	For	For
----	---	------------	-----	-----	-----

Vote Summary

SONIC HEALTHCARE LIMITED

Security	Q8563C107	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	12-Nov-2020
ISIN	AU000000SHL7	Agenda	713184290 - Management
Record Date	10-Nov-2020	Holding Recon Date	10-Nov-2020
City / Country	VIRTUAL / Australia MEETIN G	Vote Deadline Date	06-Nov-2020
SEDOL(s)	5975589 - 6821120 - B3BJRY9 - BJ05375	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	VOTING EXCLUSIONS APPLY TO THIS MEETING FOR PROPOSALS 5 TO 10 AND 12 AND-VOTES CAST BY ANY INDIVIDUAL OR RELATED PARTY WHO BENEFIT FROM THE PASSING OF-THE PROPOSAL/S WILL BE DISREGARDED BY THE COMPANY. HENCE, IF YOU HAVE-OBTAINED BENEFIT OR EXPECT TO OBTAIN FUTURE BENEFIT (AS REFERRED IN THE-COMPANY ANNOUNCEMENT) VOTE ABSTAIN ON THE RELEVANT PROPOSAL ITEMS. BY DOING-SO, YOU ACKNOWLEDGE THAT YOU HAVE OBTAINED BENEFIT OR EXPECT TO OBTAIN-BENEFIT BY THE PASSING OF THE RELEVANT PROPOSAL/S. BY VOTING (FOR OR AGAINST)-ON THE ABOVE MENTIONED PROPOSAL/S, YOU ACKNOWLEDGE THAT YOU HAVE NOT OBTAINED-BENEFIT NEITHER EXPECT TO OBTAIN BENEFIT BY THE PASSING OF THE RELEVANT-PROPOSAL/S AND YOU COMPLY WITH THE VOTING EXCLUSION	Non-Voting			
1	RE-ELECTION OF PROFESSOR MARK COMPTON	Management	For	For	For
2	RE-ELECTION OF MR NEVILLE MITCHELL	Management	For	For	For
3	ELECTION OF PROFESSOR SUZANNE CROWE	Management	For	For	For
4	RE-ELECTION OF MR CHRIS WILKS	Management	For	For	For
5	ADOPTION OF THE REMUNERATION REPORT	Management	For	For	For
6	INCREASE IN AVAILABLE POOL FOR NON-EXECUTIVE DIRECTORS' FEES	Management	For	For	For
7	APPROVAL OF THE ISSUE OF SECURITIES UNDER THE SONIC HEALTHCARE LIMITED EMPLOYEE OPTION PLAN	Management	For	For	For

Vote Summary

8	APPROVAL OF THE ISSUE OF SECURITIES UNDER THE SONIC HEALTHCARE LIMITED PERFORMANCE RIGHTS PLAN	Management	For	For	For
9	APPROVAL OF LONG TERM INCENTIVES FOR DR COLIN GOLDSCHMIDT, MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER	Management	For	For	For
10	APPROVAL OF LONG TERM INCENTIVES FOR MR CHRIS WILKS, FINANCE DIRECTOR AND CHIEF FINANCIAL OFFICER	Management	For	For	For
11	AMENDMENT TO CONSTITUTION	Management	For	For	For
CMMT	IF YOU INTEND TO VOTE FOR THE REMUNERATION REPORT, THEN YOU SHOULD VOTE-AGAINST THE SPILL RESOLUTION	Non-Voting			
12	THAT, SUBJECT TO AND CONDITIONAL ON AT LEAST 25% OF THE VOTES CAST ON RESOLUTION 5 BEING CAST AGAINST THE ADOPTION OF THE COMPANY'S REMUNERATION REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020: (A) AN EXTRAORDINARY GENERAL MEETING OF THE COMPANY (SPILL MEETING) BE HELD WITHIN 90 DAYS OF THIS RESOLUTION; (B) ALL OF THE DIRECTORS IN OFFICE WHEN THE RESOLUTION TO APPROVE THE DIRECTORS' REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020 WAS PASSED (OTHER THAN THE MANAGING DIRECTOR), AND WHO REMAIN IN OFFICE AT THE TIME OF THE SPILL MEETING, CEASE TO HOLD OFFICE IMMEDIATELY BEFORE THE END OF THE SPILL MEETING; AND (C) RESOLUTIONS TO APPOINT PERSONS TO OFFICES THAT WILL BE VACATED IMMEDIATELY BEFORE THE END OF THE SPILL MEETING BE PUT TO THE VOTE AT THE SPILL MEETING	Management	Against	Against	For

Vote Summary

SMITHS GROUP PLC

Security	G82401111	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	16-Nov-2020
ISIN	GB00B1WY2338	Agenda	713236645 - Management
Record Date		Holding Recon Date	12-Nov-2020
City / Country	LONDON / United Kingdom	Vote Deadline Date	10-Nov-2020
SEDOL(s)	B1WY233 - B1YYQ17 - BKSG2P8	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	ADOPTION OF REPORT AND ACCOUNTS	Management	For	For	For
2	APPROVAL OF DIRECTORS REMUNERATION REPORT	Management	For	For	For
3	DECLARATION OF A FINAL DIVIDEND	Management	For	For	For
4	ELECTION OF PAM CHENG AS A DIRECTOR	Management	For	For	For
5	ELECTION OF KARIN HOEING AS A DIRECTOR	Management	For	For	For
6	RE-ELECTION OF SIR GEORGE BUCKLEY AS A DIRECTOR	Management	For	For	For
7	RE-ELECTION OF DAME ANN DOWLING AS A DIRECTOR	Management	For	For	For
8	RE-ELECTION OF TANYA FRATTO AS A DIRECTOR	Management	For	For	For
9	RE-ELECTION OF WILLIAM SEEGER AS A DIRECTOR	Management	For	For	For
10	RE-ELECTION OF MARK SELIGMAN AS A DIRECTOR	Management	For	For	For
11	RE-ELECTION OF JOHN SHIPSEY AS A DIRECTOR	Management	For	For	For
12	RE-ELECTION OF ANDREW REYNOLDS SMITH AS A DIRECTOR	Management	For	For	For
13	RE-ELECTION OF NOEL TATA AS A DIRECTOR	Management	For	For	For
14	RE-APPOINTMENT OF KPMG LLP AS AUDITORS	Management	For	For	For
15	AUDITORS REMUNERATION	Management	For	For	For
16	AUTHORITY TO ISSUE SHARES	Management	For	For	For
17	AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	For	For
18	ADDITIONAL AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	For	For
19	AUTHORITY TO MAKE MARKET PURCHASES OF SHARES	Management	For	For	For
20	AUTHORITY TO CALL GENERAL MEETINGS OTHER THAN ANNUAL GENERAL MEETINGS ON NOT LESS THAN 14 DAYS NOTICE	Management	For	For	For

Vote Summary

21	AUTHORITY TO MAKE POLITICAL DONATIONS AND EXPENDITURE	Management	For	For	For
----	---	------------	-----	-----	-----

Vote Summary

PERNOD RICARD SA

Security	F72027109	Meeting Type	MIX
Ticker Symbol		Meeting Date	27-Nov-2020
ISIN	FR0000120693	Agenda	713260583 - Management
Record Date	24-Nov-2020	Holding Recon Date	24-Nov-2020
City / Country	PARIS / France	Vote Deadline Date	20-Nov-2020
SEDOL(s)	4682318 - 4682329 - B10S419 - BF446Y8	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	THE FOLLOWING APPLIES TO SHAREHOLDERS THAT DO NOT HOLD SHARES DIRECTLY WITH A-FRENCH CUSTODIAN: PROXY CARDS: VOTING INSTRUCTIONS WILL BE FORWARDED TO THE-GLOBAL CUSTODIANS ON THE VOTE DEADLINE DATE. IN CAPACITY AS REGISTERED-INTERMEDIARY, THE GLOBAL CUSTODIANS WILL SIGN THE PROXY CARDS AND FORWARD-THEM TO THE LOCAL CUSTODIAN. IF YOU REQUEST MORE INFORMATION, PLEASE CONTACT-YOUR CLIENT REPRESENTATIVE.	Non-Voting			
CMMT	FOLLOWING CHANGES IN THE FORMAT OF PROXY CARDS FOR FRENCH MEETINGS, ABSTAIN-IS NOW A VALID VOTING OPTION. FOR ANY ADDITIONAL ITEMS RAISED AT THE MEETING-THE VOTING OPTION WILL DEFAULT TO 'AGAINST', OR FOR POSITIONS WHERE THE PROXY-CARD IS NOT COMPLETED BY BROADRIDGE, TO THE PREFERENCE OF YOUR CUSTODIAN.	Non-Voting			
CMMT	PLEASE NOTE THAT SHAREHOLDER DETAILS ARE REQUIRED TO VOTE AT THIS MEETING. IF-NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTION MAY CARRY A HEIGHTENED-RISK OF BEING REJECTED. THANK YOU	Non-Voting			
CMMT	09 NOV 2020: PLEASE NOTE THAT IMPORTANT ADDITIONAL MEETING INFORMATION IS-AVAILABLE BY CLICKING ON THE MATERIAL URL LINK:- https://www.journal-officiel.gouv.fr/balo/document/202010232004301-128 AND- https://www.journal-officiel.gouv.fr/balo/document/20201109200	Non-Voting			

Vote Summary

	4473-135;-PLEASE NOTE THAT THIS IS A REVISION DUE TO ADDITION OF URL LINK IN COMMENT.-IF YOU HAVE ALREADY SENT IN YOUR VOTES, PLEASE DO NOT VOTE AGAIN UNLESS YOU-DECIDE TO AMEND YOUR ORIGINAL INSTRUCTIONS. THANK YOU				
1	MODIFICATION OF ARTICLES 35 AND 36 OF THE BYLAWS ON THE INCLUSION OF ABSTENTION, BLANK AND NULL VOTES FOR THE CALCULATION OF THE MAJORITY AT GENERAL MEETINGS IN ACCORDANCE WITH THE SOILIH LAW	Management	For	For	For
2	APPROVAL OF THE CORPORATE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020 - ACKNOWLEDGEMENT OF THE TOTAL AMOUNT OF EXPENSES AND CHARGES REFERRED TO IN PARAGRAPH 4 OF ARTICLE 39 OF THE FRENCH GENERAL TAX CODE	Management	For	For	For
3	APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020	Management	For	For	For
4	ALLOCATION OF INCOME FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020 AND SETTING OF THE DIVIDEND	Management	For	For	For
5	RENEWAL OF THE TERM OF OFFICE OF MR. ALEXANDRE RICARD AS DIRECTOR	Management	For	For	For
6	RENEWAL OF THE TERM OF OFFICE OF MR. CESAR GIRON AS DIRECTOR	Management	For	For	For
7	RENEWAL OF THE TERM OF OFFICE OF MR. WOLFGANG COLBERG AS DIRECTOR	Management	For	For	For
8	APPOINTMENT OF MRS. VIRGINIE FAUVEL AS DIRECTOR	Management	For	For	For
9	SETTING OF THE ANNUAL AMOUNT OF COMPENSATION ALLOCATED TO MEMBERS OF THE BOARD OF DIRECTORS	Management	For	For	For
10	APPROVAL OF THE COMPENSATION ELEMENTS PAID OR ALLOCATED DURING THE FINANCIAL YEAR 2019/20 TO MR. ALEXANDRE RICARD, CHAIRMAN AND CHIEF EXECUTIVE OFFICER	Management	For	For	For
11	APPROVAL OF THE COMPENSATION ELEMENTS PAID OR ALLOCATED DURING THE FINANCIAL YEAR 2019/20 TO THE CORPORATE OFFICERS	Management	For	For	For
12	APPROVAL OF THE ELEMENTS OF THE COMPENSATION POLICY APPLICABLE TO MR. ALEXANDRE RICARD, CHAIRMAN AND CHIEF EXECUTIVE OFFICER	Management	For	For	For

Vote Summary

13	APPROVAL OF THE ELEMENTS OF THE COMPENSATION POLICY APPLICABLE TO CORPORATE OFFICERS	Management	For	For	For
14	APPROVAL OF THE REGULATED AGREEMENTS REFERRED TO IN ARTICLES L. 225-38 AND FOLLOWING OF THE FRENCH COMMERCIAL CODE	Management	For	For	For
15	AUTHORIZATION TO BE GRANTED TO THE BOARD OF DIRECTORS IN ORDER TO TRADE IN THE COMPANY'S SHARES	Management	For	For	For
16	RATIFICATION OF THE DECISION OF THE BOARD OF DIRECTORS TO TRANSFER THE REGISTERED OFFICE OF THE COMPANY AND OF THE AMENDMENT TO ARTICLE 4 "REGISTERED OFFICE" OF THE BYLAWS RELATING THERETO	Management	For	For	For
17	DELEGATION OF AUTHORITY TO BE GRANTED TO THE BOARD OF DIRECTORS TO DECIDE TO INCREASE THE SHARE CAPITAL WITHIN THE LIMIT OF 2% OF THE SHARE CAPITAL BY ISSUING SHARES OR TRANSFERABLE SECURITIES GRANTING ACCESS TO THE CAPITAL, RESERVED FOR MEMBERS OF COMPANY SAVINGS PLANS WITH CANCELLATION OF THE PRE-EMPTIVE SUBSCRIPTION RIGHT IN FAVOUR OF THE LATTER	Management	For	For	For
18	DELEGATION OF AUTHORITY TO BE GRANTED TO THE BOARD OF DIRECTORS TO DECIDE TO INCREASE THE SHARE CAPITAL WITHIN THE LIMIT OF 2% OF THE SHARE CAPITAL BY ISSUING SHARES OR TRANSFERABLE SECURITIES GRANTING ACCESS TO THE CAPITAL IN FAVOUR OF CATEGORY S OF DESIGNATED BENEFICIARIES WITH CANCELLATION OF THE PRE-EMPTIVE SUBSCRIPTION RIGHT FOR THE BENEFIT OF THE LATTER	Management	For	For	For
19	AMENDMENT TO ARTICLE 21 OF THE BYLAWS "MEETINGS" IN ORDER TO INTRODUCE THE POSSIBILITY FOR THE BOARD OF DIRECTORS TO TAKE DECISIONS BY WRITTEN CONSULTATION UNDER THE CONDITIONS SET BY LAW SOILIHU LAW	Management	For	For	For

Vote Summary

20	MODIFICATION OF ARTICLES 25 "REMUNERATION OF BOARD MEMBERS", 28 "CENSORS" AND 35 "ORDINARY GENERAL MEETINGS" OF THE BYLAWS IN ORDER TO REPLACE THE TERM "ATTENDANCE FEES" BY THAT OF "REMUNERATION" IN ACCORDANCE WITH THE PACTE LAW	Management	For	For	For
21	POWERS TO CARRY OUT ALL LEGAL FORMALITIES	Management	For	For	For
CMMT	29 OCT 2020: PLEASE NOTE THAT IF YOU HOLD CREST DEPOSITORY INTERESTS ("CDIs")-AND PARTICIPATE AT THIS MEETING, YOU (OR YOUR CREST SPONSORED-MEMBER/CUSTODIAN) WILL BE REQUIRED TO INSTRUCT A TRANSFER OF THE RELEVANT-CDIs TO THE ESCROW ACCOUNT SPECIFIED IN THE ASSOCIATED CORPORATE EVENT IN THE-CREST SYSTEM. THIS TRANSFER WILL NEED TO BE COMPLETED BY THE SPECIFIED CREST-SYSTEM DEADLINE. ONCE THIS TRANSFER HAS SETTLED, THE CDIs WILL BE BLOCKED IN-THE CREST SYSTEM. THE CDIs WILL BE RELEASED FROM ESCROW AS SOON AS-PRACTICABLE ON THE BUSINESS DAY PRIOR TO MEETING DATE UNLESS OTHERWISE-SPECIFIED. IN ORDER FOR A VOTE TO BE ACCEPTED, THE VOTED POSITION MUST BE-BLOCKED IN THE REQUIRED ESCROW ACCOUNT IN THE CREST SYSTEM. BY VOTING ON THIS-MEETING, YOUR CREST SPONSORED MEMBER/CUSTODIAN MAY USE YOUR VOTE INSTRUCTION-AS THE AUTHORIZATION TO TAKE THE NECESSARY ACTION WHICH WILL INCLUDE-TRANSFERRING YOUR INSTRUCTED POSITION TO ESCROW. PLEASE CONTACT YOUR CREST-SPONSORED MEMBER/CUSTODIAN DIRECTLY FOR FURTHER INFORMATION ON THE CUSTODY-PROCESS AND WHETHER OR NOT THEY REQUIRE SEPARATE INSTRUCTIONS FROM YOU.	Non-Voting			

Vote Summary

HEXAGON AB

Security	W40063104	Meeting Type	ExtraOrdinary General Meeting
Ticker Symbol		Meeting Date	01-Dec-2020
ISIN	SE0000103699	Agenda	713313550 - Management
Record Date	23-Nov-2020	Holding Recon Date	23-Nov-2020
City / Country	TBD / Sweden	Vote Deadline Date	23-Nov-2020
SEDOL(s)	B1XFTL2 - B1XTHN2 - B1XTHP4 - B290383	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	AN ABSTAIN VOTE CAN HAVE THE SAME EFFECT AS AN AGAINST VOTE IF THE MEETING-REQUIRES APPROVAL FROM THE MAJORITY OF PARTICIPANTS TO PASS A RESOLUTION	Non-Voting			
CMMT	MARKET RULES REQUIRE DISCLOSURE OF BENEFICIAL OWNER INFORMATION FOR ALL VOTED-ACCOUNTS. IF AN ACCOUNT HAS MULTIPLE BENEFICIAL OWNERS, YOU WILL NEED TO-PROVIDE THE BREAKDOWN OF EACH BENEFICIAL OWNER NAME, ADDRESS AND SHARE-POSITION TO YOUR CLIENT SERVICE REPRESENTATIVE. THIS INFORMATION IS REQUIRED-IN ORDER FOR YOUR VOTE TO BE LODGED	Non-Voting			
CMMT	IMPORTANT MARKET PROCESSING REQUIREMENT: A BENEFICIAL OWNER SIGNED POWER OF-ATTORNEY (POA) IS REQUIRED IN ORDER TO LODGE AND EXECUTE YOUR VOTING-INSTRUCTIONS IN THIS MARKET. ABSENCE OF A POA, MAY CAUSE YOUR INSTRUCTIONS TO-BE REJECTED. IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT YOUR CLIENT SERVICE-REPRESENTATIVE	Non-Voting			
CMMT	PLEASE NOTE THAT SHAREHOLDER DETAILS ARE REQUIRED TO VOTE AT THIS MEETING. IF-NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTION MAY CARRY A HEIGHTENED-RISK OF BEING REJECTED. THANK YOU	Non-Voting			
1	OPENING OF THE MEETING	Non-Voting			
2	ELECTION OF CHAIRMAN OF THE MEETING: THE BOARD OF DIRECTORS PROPOSES THAT GUN-NILSSON SHALL BE ELECTED CHAIRMAN OF THE MEETING	Non-Voting			

Vote Summary

3	PREPARATION AND APPROVAL OF THE VOTING LIST	Non-Voting			
4	APPROVAL OF THE AGENDA	Non-Voting			
5	ELECTION OF TWO PERSONS TO CHECK THE MINUTES: THE BOARD OF DIRECTORS PROPOSES JOHANNES WINGBORG, REPRESENTING LANSFORSÅKRINGAR FONDFORVALTNING AND FREDRIK-SKOGLUND, REPRESENTING SPILTAN FONDER, OR IF ONE OR BOTH OF THEM ARE PREVENTED FROM PARTICIPATING, THE PERSON(S) APPOINTED BY THE BOARD OF DIRECTORS, TO CHECK THE MINUTES. THE ASSIGNMENT TO CHECK THE MINUTES ALSO INCLUDES CHECKING THE VOTING LIST AND THAT THE RECEIVED POSTAL VOTES ARE CORRECTLY REFLECTED IN THE MINUTES OF THE MEETING	Non-Voting			
6	DETERMINATION OF COMPLIANCE WITH THE RULES OF CONVOCATION	Non-Voting			
7	RESOLUTION ON DIVIDEND: DUE TO THE CURRENT UNCERTAINTY IN GLOBAL DEMAND CAUSED BY THE COVID-19 PANDEMIC, THE BOARD OF DIRECTORS DECIDED PRIOR TO THE ANNUAL GENERAL MEETING ON 29 APRIL 2020 TO POSTPONE THE RESOLUTION ON DIVIDEND FOR THE FINANCIAL YEAR 2019 UNTIL THE IMPACT OF THE PANDEMIC IS CLEARER AND MARKET CONDITIONS HAVE STABILISED. THE ANNUAL GENERAL MEETING RESOLVED IN ACCORDANCE WITH THE PROPOSAL BY THE BOARD OF DIRECTORS THAT NO DIVIDEND BE DISTRIBUTED TO THE SHAREHOLDERS. THE BOARD HAS NOW, GIVEN THE COMPANY'S SOLID FINANCIAL POSITION, BOTH IN TERMS OF CAPITAL AND LIQUIDITY, ASSESSED THAT THE PREREQUISITES EXIST TO DISTRIBUTE A DIVIDEND IN ACCORDANCE WITH THE ORIGINAL PROPOSAL. THE BOARD OF DIRECTORS THEREFORE PROPOSES THAT THE EXTRAORDINARY GENERAL MEETING RESOLVES ON A DIVIDEND OF EUR 0.62 PER SHARE. AS RECORD DATE FOR THE DIVIDEND, THE BOARD OF DIRECTORS PROPOSES 3 DECEMBER 2020. IF THE GENERAL MEETING RESOLVES IN ACCORDANCE WITH THE PROPOSAL, THE DIVIDEND IS EXPECTED TO BE DISTRIBUTED BY	Management	For	For	For

Vote Summary

EUROCLEAR SWEDEN AB ON 10 DECEMBER 2020. ACCORDING TO THE MOST RECENTLY APPROVED BALANCE SHEET AS OF 31 DECEMBER 2019, THE NON-RESTRICTED EQUITY OF THE COMPANY AMOUNTED TO TEUR 4,727,240. THE ANNUAL GENERAL MEETING HELD ON 29 APRIL 2020 RESOLVED THAT THE AMOUNT AT THE DISPOSAL OF THE GENERAL MEETING SHOULD BE CARRIED FORWARD. THUS, THE AMOUNT AVAILABLE UNDER CHAPTER 17, SECTION 3, FIRST PARAGRAPH OF THE SWEDISH COMPANIES ACT AMOUNTS TO TEUR 4,727,240. PROVIDED THAT THE EXTRAORDINARY GENERAL MEETING RESOLVES IN ACCORDANCE WITH THE PROPOSAL OF THE BOARD OF DIRECTORS FOR DIVIDEND, TEUR 4,499,359 OF THE COMPANY'S NON-RESTRICTED EQUITY WILL REMAIN

8	RESOLUTION ON A PERFORMANCE BASED LONG TERM INCENTIVE PROGRAMME (SHARE PROGRAMME 2020/2023)	Management	For	For	For
9	AUTHORIZATION FOR THE BOARD OF DIRECTORS ON ACQUISITION AND TRANSFER OF OWN SHARES	Management	For	For	For
10	CLOSING OF THE MEETING	Non-Voting			
CMMT	05 NOV 2020: PLEASE NOTE THAT IF YOU HOLD CREST DEPOSITORY INTERESTS ("CDIS")-AND PARTICIPATE AT THIS MEETING, YOU (OR YOUR CREST SPONSORED-MEMBER/CUSTODIAN) WILL BE REQUIRED TO INSTRUCT A TRANSFER OF THE RELEVANT-CDIS TO THE ESCROW ACCOUNT SPECIFIED IN THE ASSOCIATED CORPORATE EVENT IN THE-CREST SYSTEM. THIS TRANSFER WILL NEED TO BE COMPLETED BY THE SPECIFIED CREST-SYSTEM DEADLINE. ONCE THIS TRANSFER HAS SETTLED, THE CDIS WILL BE BLOCKED IN-THE CREST SYSTEM. THE CDIS WILL BE RELEASED FROM ESCROW AS SOON AS-PRACTICABLE ON THE BUSINESS DAY PRIOR TO MEETING DATE UNLESS OTHERWISE-SPECIFIED. IN ORDER FOR A VOTE TO BE ACCEPTED, THE VOTED POSITION MUST BE-BLOCKED IN THE REQUIRED ESCROW ACCOUNT IN THE CREST SYSTEM. BY VOTING ON THIS-MEETING, YOUR CREST SPONSORED MEMBER/CUSTODIAN MAY USE YOUR VOTE INSTRUCTION-AS THE	Non-Voting			

Vote Summary

AUTHORIZATION TO TAKE THE
NECESSARY ACTION WHICH WILL
INCLUDE-TRANSFERRING YOUR
INSTRUCTED POSITION TO ESCROW.
PLEASE CONTACT YOUR CREST-
SPONSORED MEMBER/CUSTODIAN
DIRECTLY FOR FURTHER
INFORMATION ON THE CUSTODY-
PROCESS AND WHETHER OR NOT
THEY REQUIRE SEPARATE
INSTRUCTIONS FROM YOU

CMMT 05 NOV 2020: PLEASE NOTE THAT THIS
IS A REVISION DUE TO ADDITION OF
COMMENT.-IF YOU HAVE ALREADY
SENT IN YOUR VOTES, PLEASE DO NOT
VOTE AGAIN UNLESS YOU-DECIDE TO
AMEND YOUR ORIGINAL
INSTRUCTIONS. THANK YOU.

Non-Voting

Vote Summary

MICROSOFT CORPORATION

Security	594918104	Meeting Type	Annual
Ticker Symbol	MSFT	Meeting Date	02-Dec-2020
ISIN	US5949181045	Agenda	935284478 - Management
Record Date	08-Oct-2020	Holding Recon Date	08-Oct-2020
City / Country	/ United States	Vote Deadline Date	01-Dec-2020
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	Election of Director: Reid G. Hoffman	Management	For	For	For
1B.	Election of Director: Hugh F. Johnston	Management	For	For	For
1C.	Election of Director: Teri L. List-Stoll	Management	For	For	For
1D.	Election of Director: Satya Nadella	Management	For	For	For
1E.	Election of Director: Sandra E. Peterson	Management	For	For	For
1F.	Election of Director: Penny S. Pritzker	Management	For	For	For
1G.	Election of Director: Charles W. Scharf	Management	For	For	For
1H.	Election of Director: Arne M. Sorenson	Management	For	For	For
1I.	Election of Director: John W. Stanton	Management	For	For	For
1J.	Election of Director: John W. Thompson	Management	For	For	For
1K.	Election of Director: Emma N. Walmsley	Management	For	For	For
1L.	Election of Director: Padmasree Warrior	Management	For	For	For
2.	Advisory vote to approve named executive officer compensation.	Management	For	For	For
3.	Ratification of Deloitte & Touche LLP as our independent auditor for fiscal year 2021.	Management	For	For	For
4.	Shareholder Proposal - Report on Employee Representation on Board of Directors.	Shareholder	Against	Against	For

Vote Summary

CISCO SYSTEMS, INC.

Security	17275R102	Meeting Type	Annual
Ticker Symbol	CSCO	Meeting Date	10-Dec-2020
ISIN	US17275R1023	Agenda	935287498 - Management
Record Date	12-Oct-2020	Holding Recon Date	12-Oct-2020
City / Country	/ United States	Vote Deadline Date	09-Dec-2020
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1a.	Election of Director: M. Michele Burns	Management	For	For	For
1b.	Election of Director: Wesley G. Bush	Management	For	For	For
1c.	Election of Director: Michael D. Capellas	Management	For	For	For
1d.	Election of Director: Mark Garrett	Management	For	For	For
1e.	Election of Director: Dr. Kristina M. Johnson	Management	For	For	For
1f.	Election of Director: Roderick C. McGeary	Management	For	For	For
1g.	Election of Director: Charles H. Robbins	Management	For	For	For
1h.	Election of Director: Arun Sarin	Management	For	For	For
1i.	Election of Director: Brenton L. Saunders	Management	For	For	For
1j.	Election of Director: Dr. Lisa T. Su	Management	For	For	For
2.	Approval of the reincorporation of Cisco from California to Delaware.	Management	For	For	For
3.	Approval of amendment and restatement of the 2005 Stock Incentive Plan.	Management	For	For	For
4.	Approval, on an advisory basis, of executive compensation.	Management	For	For	For
5.	Ratification of PricewaterhouseCoopers LLP as Cisco's independent registered public accounting firm for fiscal 2021.	Management	For	For	For
6.	Approval to have Cisco's Board adopt a policy to have an independent Board chairman.	Shareholder	Against	Against	For

Vote Summary

MEDTRONIC PLC

Security	G5960L103	Meeting Type	Annual
Ticker Symbol	MDT	Meeting Date	11-Dec-2020
ISIN	IE00BTN1Y115	Agenda	935288286 - Management
Record Date	15-Oct-2020	Holding Recon Date	15-Oct-2020
City / Country	/ United States	Vote Deadline Date	10-Dec-2020
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	Election of Director: Richard H. Anderson	Management	For	For	For
1B.	Election of Director: Craig Arnold	Management	For	For	For
1C.	Election of Director: Scott C. Donnelly	Management	For	For	For
1D.	Election of Director: Andrea J. Goldsmith, Ph.D.	Management	For	For	For
1E.	Election of Director: Randall J. Hogan, III	Management	For	For	For
1F.	Election of Director: Michael O. Leavitt	Management	For	For	For
1G.	Election of Director: James T. Lenehan	Management	For	For	For
1H.	Election of Director: Kevin E. Lofton	Management	For	For	For
1I.	Election of Director: Geoffrey S. Martha	Management	For	For	For
1J.	Election of Director: Elizabeth G. Nabel, M.D.	Management	For	For	For
1K.	Election of Director: Denise M. O'Leary	Management	For	For	For
1L.	Election of Director: Kendall J. Powell	Management	For	For	For
2.	To ratify, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2021 and to authorize, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	Management	For	For	For
3.	To approve, in a non-binding advisory vote, named executive officer compensation (a "Say-on-Pay" vote).	Management	For	For	For
4.	To renew the Board's authority to issue shares.	Management	For	For	For
5.	To renew the Board's authority to opt out of pre-emption rights.	Management	For	For	For
6.	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	Management	For	For	For

Vote Summary

INFORMA PLC

Security	G4770L106	Meeting Type	Ordinary General Meeting
Ticker Symbol		Meeting Date	23-Dec-2020
ISIN	GB00BMJ6DW54	Agenda	713429288 - Management
Record Date		Holding Recon Date	21-Dec-2020
City / Country	LONDON / United Kingdom	Vote Deadline Date	17-Dec-2020
SEDOL(s)	BMJ6DW5 - BMPHF15 - BN56T84	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	TO ADOPT A NEW DIRECTORS' REMUNERATION POLICY	Management	For	For	For
2	TO ADOPT THE RULES OF THE INFORMA EQUITY REVITALISATION PLAN	Management	For	For	For
CMMT	11 DEC 2020: PLEASE NOTE THAT THIS IS A REVISION DUE TO POSTPONEMENT OF THE-MEETING DATE FROM 18 DEC 2020 TO 23 DEC 2020. IF YOU HAVE ALREADY SENT IN-YOUR VOTES, PLEASE DO NOT VOTE AGAIN UNLESS YOU DECIDE TO AMEND YOUR ORIGINAL-INSTRUCTIONS. THANK YOU	Non-Voting			