

## Vote Summary

### THE PROCTER & GAMBLE COMPANY

Security	742718109	Meeting Type	Annual
Ticker Symbol	PG	Meeting Date	12-Oct-2021
ISIN	US7427181091	Agenda	935488002 - Management
Record Date	13-Aug-2021	Holding Recon Date	13-Aug-2021
City / Country	/ United States	Vote Deadline Date	11-Oct-2021
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	ELECTION OF DIRECTOR: B. Marc Allen	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: Christopher Kempczinski	Management	For	For	For
1F.	ELECTION OF DIRECTOR: Debra L. Lee	Management	For	For	For
1G.	ELECTION OF DIRECTOR: Terry J. Lundgren	Management	For	For	For
1H.	ELECTION OF DIRECTOR: Christine M. McCarthy	Management	For	For	For
1I.	ELECTION OF DIRECTOR: Jon R. Moeller	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.	Shareholder Proposal - Inclusion of Non-Management Employees on Director Nominee Candidate Lists.	Shareholder	Against	Against	For

## Vote Summary

### PAYCHEX, INC.

Security	704326107	Meeting Type	Annual
Ticker Symbol	PAYX	Meeting Date	14-Oct-2021
ISIN	US7043261079	Agenda	935489725 - Management
Record Date	16-Aug-2021	Holding Recon Date	16-Aug-2021
City / Country	/ United States	Vote Deadline Date	13-Oct-2021
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: Kevin A. Price	Management	For	For	For
1H.	Election of Director: Joseph M. Tucci	Management	Against	For	Against
	Comments: Evenlode chose to vote AGAINST management given Mr Tucci's tenure and potential compromised independence. Especially given he also sits on the Governance and Compensation committee. We will be writing a letter to the company to engage on independence and tenure related issues.				
1I.	Election of Director: Joseph M. Velli	Management	For	For	For
1J.	Election of Director: Kara Wilson	Management	For	For	For
2.	ADVISORY VOTE TO APPROVE NAMED EXECUTIVE OFFICER COMPENSATION.	Management	For	For	For
3.	RATIFICATION OF SELECTION OF PRICEWATERHOUSECOOPERS LLP TO SERVE AS THE INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM.	Management	For	For	For

## Vote Summary

### HARGREAVES LANSDOWN PLC

Security	G43940108	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	15-Oct-2021
ISIN	GB00B1VZ0M25	Agenda	714623560 - Management
Record Date		Holding Recon Date	13-Oct-2021
City / Country	BRISTOL / United Kingdom	Vote Deadline Date	11-Oct-2021
SEDOL(s)	B1VZ0M2 - B1XLDF2 - BKSG2N6	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	TO RECEIVE THE AUDITED FINANCIAL STATEMENTS OF THE COMPANY	Management	For	For	For
2	APPROVE THE FINAL DIVIDEND: 26.6 PENCE PER ORDINARY SHARE	Management	For	For	For
3	APPROVE THE DIRECTORS' REMUNERATION REPORT	Management	For	For	For
4	RE-APPOINTMENT OF PRICEWATERHOUSECOOPERS LLP AS AUDITOR	Management	For	For	For
5	AUTHORISE THE DIRECTORS TO DETERMINE THE REMUNERATION OF THE AUDITOR	Management	For	For	For
6	RE-ELECT DEANNA OPPENHEIMER AS A DIRECTOR	Management	For	For	For
7	RE-ELECT CHRISTOPHER HILL AS A DIRECTOR	Management	For	For	For
8	RE-ELECT PHILIP JOHNSON AS A DIRECTOR	Management	For	For	For
9	RE-ELECT DAN OLLEY AS A DIRECTOR	Management	For	For	For
10	RE-ELECT ROGER PERKINS AS A DIRECTOR	Management	For	For	For
11	RE-ELECT JOHN TROIANO AS A DIRECTOR	Management	For	For	For
12	RE-ELECT ANDREA BLANCE AS A DIRECTOR	Management	For	For	For
13	RE-ELECT MONI MANNINGS AS A DIRECTOR	Management	For	For	For
14	ELECT ADRIAN COLLINS AS A DIRECTOR	Management	For	For	For
15	ELECT PENNY JAMES AS A DIRECTOR	Management	For	For	For
16	AUTHORITY TO PURCHASE OWN SHARES	Management	For	For	For
17	AUTHORITY TO ALLOT SHARES	Management	For	For	For
18	AUTHORITY TO DIS-APPLY PRE-EMPTION RIGHTS	Management	For	For	For
19	APPROVE SHORT NOTICE FOR GENERAL MEETINGS	Management	For	For	For

## Vote Summary

### ASHMORE GROUP PLC

Security	G0609C101	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	15-Oct-2021
ISIN	GB00B132NW22	Agenda	714655480 - Management
Record Date		Holding Recon Date	13-Oct-2021
City / Country	TBD / United Kingdom	Vote Deadline Date	11-Oct-2021
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 2021 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 2021 OF 12.1 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 ELECT HELEN BECK AS A DIRECTOR	Management	For	For	For
9	TO APPROVE THE DIRECTORS' REMUNERATION REPORT (EXCLUDING THE REMUNERATION POLICY) SET OUT ON PAGES 83 TO 115 IN THE ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2021	Management	For	For	For
10	TO RE-APPOINT KPMG LLP AS AUDITORS	Management	For	For	For
11	TO AUTHORISE THE AUDIT AND RISK COMMITTEE TO AGREE THE REMUNERATION OF THE AUDITORS	Management	For	For	For
12	TO AUTHORISE POLITICAL DONATIONS AND POLITICAL EXPENDITURE	Management	For	For	For
13	TO AUTHORISE THE DIRECTORS TO ALLOT SHARES	Management	For	For	For
14	TO AUTHORISE THE DIS-APPLICATION OF PRE-EMPTION RIGHTS UP TO 35,637,040 SHARES	Management	For	For	For

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

## Vote Summary

### KLA CORPORATION

Security	482480100	Meeting Type	Annual
Ticker Symbol	KLAC	Meeting Date	03-Nov-2021
ISIN	US4824801009	Agenda	935497645 - Management
Record Date	13-Sep-2021	Holding Recon Date	13-Sep-2021
City / Country	/ United States	Vote Deadline Date	02-Nov-2021
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A	Election of Director to serve for a one-year term: Edward Barnholt	Management	For	For	For
1B	Election of Director to serve for a one-year term: Robert Calderoni	Management	Against	For	Against
	Comments: Evenlode chose to vote AGAINST as we felt the decisions made as the chair of the audit committee were not considered to be best practice. The external auditor has been with the company for 44 years with no mention of when the hiring process had gone out to tender.				
1C	Election of Director to serve for a one-year term: Jeneanne Hanley	Management	For	For	For
1D	Election of Director to serve for a one-year term: Emiko Higashi	Management	For	For	For
1E	Election of Director to serve for a one-year term: Kevin Kennedy	Management	For	For	For
1F	Election of Director to serve for a one-year term: Gary Moore	Management	For	For	For
1G	Election of Director to serve for a one-year term: Marie Myers	Management	For	For	For
1H	Election of Director to serve for a one-year term: Kiran Patel	Management	For	For	For
1I	Election of Director to serve for a one-year term: Victor Peng	Management	For	For	For
1J	Election of Director to serve for a one-year term: Robert Rango	Management	For	For	For
1K	Election of Director to serve for a one-year term: Richard Wallace	Management	For	For	For
2	To ratify the appointment of PricewaterhouseCoopers LLP as our independent registered public accounting firm for the fiscal year ending June 30, 2022.	Management	Against	For	Against
	Comments: Evenlode chose to vote AGAINST this resolution as we felt the external auditor's tenure clouded independent subjectivity and didnt reflect best practice				
3	To approve on a non-binding, advisory basis our named executive officer compensation.	Management	Against	For	Against
	Comments: Evenlode chose to vote AGAINST this resolution as we felt the policy could benefit from additional metrics in the LTIP and the removal of the TSR awards with weak base price targets.				

## Vote Summary

### PERNOD RICARD SA

Security	F72027109	Meeting Type	MIX
Ticker Symbol		Meeting Date	10-Nov-2021
ISIN	FR0000120693	Agenda	714725869 - Management
Record Date	05-Nov-2021	Holding Recon Date	05-Nov-2021
City / Country	PARIS / France	Vote Deadline Date	03-Nov-2021
SEDOL(s)	4682318 - 4682329 - B10S419 - BF446Y8	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	FOR SHAREHOLDERS NOT HOLDING SHARES DIRECTLY WITH A FRENCH CUSTODIAN, VOTING-INSTRUCTIONS WILL BE FORWARDED TO YOUR GLOBAL CUSTODIAN ON VOTE DEADLINE-DATE. THE GLOBAL CUSTODIAN AS THE REGISTERED INTERMEDIARY WILL SIGN THE PROXY-CARD AND FORWARD TO THE LOCAL CUSTODIAN FOR LODGMENT.	Non-Voting			
CMMT	FOR FRENCH MEETINGS 'ABSTAIN' IS A VALID VOTING OPTION. FOR ANY ADDITIONAL-RESOLUTIONS RAISED AT THE MEETING THE VOTING INSTRUCTION WILL DEFAULT TO-'AGAINST.' IF YOUR CUSTODIAN IS COMPLETING THE PROXY CARD, THE VOTING-INSTRUCTION WILL DEFAULT TO THE PREFERENCE OF YOUR CUSTODIAN.	Non-Voting			
CMMT	VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED.	Non-Voting			
CMMT	DUE TO THE COVID19 CRISIS AND IN ACCORDANCE WITH THE PROVISIONS ADOPTED BY-THE FRENCH GOVERNMENT UNDER LAW NO. 2020-1379 OF NOVEMBER 14, 2020, EXTENDED-AND MODIFIED BY LAW NO 2020-1614 OF DECEMBER 18 2020; THE GENERAL MEETING-WILL TAKE PLACE BEHIND CLOSED DOORS WITHOUT THE PHYSICAL PRESENCE OF-SHAREHOLDERS. TO COMPLY WITH	Non-Voting			

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THESE LAWS, PLEASE DO NOT SUBMIT ANY REQUESTS TO-ATTEND THE MEETING IN PERSON. THE COMPANY ENCOURAGES ALL SHAREHOLDERS TO-REGULARLY CONSULT THE COMPANY WEBSITE TO VIEW ANY CHANGES TO THIS POLICY.

1	APPROVAL OF THE COMPANY'S FINANCIAL STATEMENTS FOR THE FISCAL YEAR THAT ENDED ON 30 JUNE 2021, SHOWING EARNINGS AMOUNTING TO EUR 657,285,968.52 AND THE APPROVAL OF THE NON DEDUCTIBLE EXPENSES AND CHARGES	Management	For	For	For
2	APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS FOR SAID FISCAL YEAR	Management	For	For	For
3	ALLOCATION OF THE RESULT FOR SAID FISCAL YEAR AND DIVIDEND DISTRIBUTION TO SHAREHOLDERS OF EUR 3.12 PER SHARE	Management	For	For	For
4	RENEWAL OF THE TERM OF OFFICE OF MRS. ANNE LANGE AS DIRECTOR	Management	For	For	For
5	RENEWAL OF THE TERM OF OFFICE OF PAUL RICARD COMPANY REPRESENTED BY M. PAUL-CHARLES RICHARD ACTING AS DIRECTOR	Management	For	For	For
6	RENEWAL OF THE TERM OF OFFICE OF MRS. VERONICA VARGAS AS DIRECTOR	Management	For	For	For
7	APPOINTMENT OF MRS NAMITA SHAH AS DIRECTOR	Management	For	For	For
8	APPROVAL OF THE FIXED, VARIABLE AND ONE-OFF COMPONENTS OF THE COMPENSATION PAID OR AWARDED TO MR ALEXANDRE RICARD, AS CHIEF EXECUTIVE OFFICER, FOR FISCAL YEAR 2021-2021	Management	For	For	For
9	APPROVAL OF THE INFORMATION RELATED TO THE COMPENSATION APPLICABLE TO THE CORPORATE OFFICERS FOR SAID FISCAL YEAR	Management	For	For	For
10	APPROVAL OF THE COMPENSATION POLICY OF MR ALEXANDRE RICARD, AS CHIEF EXECUTIVE OFFICER	Management	For	For	For
11	APPROVAL OF THE COMPENSATION POLICY OF THE DIRECTORS	Management	For	For	For
12	AUTHORIZATION FOR THE COMPANY TO TRADE ON ITS OWN SHARES	Management	For	For	For
13	APPROVAL OF THE SPECIAL AUDITORS' REPORT ON AGREEMENTS GOVERNED BY ARTICLES L.225-38 ET SEQ. OF THE FRENCH COMMERCIAL CODE	Management	For	For	For



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14	AUTHORIZATION TO REDUCE THE CAPITAL THROUGH THE CANCELLATION OF SHARES UP TO A MAXIMUM OF 10 PER CENT OF THE SHARE CAPITAL	Management	For	For	For
15	THE SHAREHOLDERS' MEETING DELEGATES TO THE BOARD OF DIRECTOR THE NECESSARY POWERS TO INCREASE THE CAPITAL BY A MAXIMUM NOMINAL AMOUNT OF EUR 134,000,000.00, BY ISSUANCE OF ORDINARY SHARES AND-OR OF ANY SECURITIES GIVING ACCESS TO THE SHARE CAPITAL OF THE COMPANY, WITH PREFERENTIAL SUBSCRIPTION RIGHTS MAINTAINED	Management	For	For	For
16	THE SHAREHOLDERS' MEETING DELEGATES TO THE BOARD OF DIRECTOR THE NECESSARY POWERS TO INCREASE THE CAPITAL BY A MAXIMUM NOMINAL AMOUNT OF EUR 41,000,000.00, BY ISSUANCE OF ORDINARY SHARES AND-OR OF ANY SECURITIES GIVING ACCESS TO THE SHARE CAPITAL OF THE COMPANY, BY A PUBLIC OFFER, WITH PREFERENTIAL SUBSCRIPTION RIGHTS CANCELLED	Management	For	For	For
17	THE SHAREHOLDERS' MEETING DELEGATES TO THE BOARD OF DIRECTOR THE NECESSARY POWERS TO INCREASE THE AMOUNT OF SECURITIES ISSUED IN CASE OF SHARE CAPITAL INCREASE WITH OR WITHOUT PREFERENTIAL SUBSCRIPTION RIGHTS WITHIN THE LIMIT OF 15 PER CENT OF THE INITIAL ISSUE UNDER THE 15TH, 16TH AND 18TH RESOLUTIONS	Management	For	For	For
18	SHARE CAPITAL INCREASE BY ISSUANCE OF ORDINARY SHARES AND/OR OF ANY SECURITIES GIVING ACCESS TO THE SHARE CAPITAL OF THE COMPANY, WITH PREFERENTIAL SUBSCRIPTION RIGHTS MAINTAINED BY PRIVATE PLACEMENT, FOR A MAXIMUM NOMINAL AMOUNT OF EUR 41,000,000.00	Management	For	For	For
19	SHARE CAPITAL INCREASE UP TO 10 PER CENT OF THE SHARE CAPITAL IN CONSIDERATION FOR CONTRIBUTIONS IN KIND GRANTED TO THE COMPANY AND COMPOSED OF CAPITAL SECURITIES OR SECURITIES GIVING ACCESS TO SHARE CAPITAL	Management	For	For	For

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20	SHARE CAPITAL INCREASE BY ISSUANCE OF COMPANY'S EQUITY SECURITIES OR SECURITIES GIVING ACCESS TO THE COMPANY'S SHARE CAPITAL, UP TO 10 PER CENT OF THE SHARE CAPITAL WITH PREFERENTIAL SUBSCRIPTION RIGHTS CANCELLED IN THE EVENT OF A PUBLIC EXCHANGE OFFER INITIATED BY THE COMPANY	Management	For	For	For
21	THE SHAREHOLDERS' MEETING DELEGATES TO THE BOARD OF DIRECTOR THE NECESSARY POWERS TO INCREASE THE CAPITAL BY A MAXIMUM NOMINAL AMOUNT OF EUR 134,000,000.00 BY CAPITALIZING RESERVES, PROFITS OR PREMIUMS	Management	For	For	For
22	ALLOCATION OF PERFORMANCE SHARES FREE OF CHARGE IN FAVOUR OF THE EMPLOYEES AND SENIOR CORPORATE OFFICERS OF THE COMPANY	Management	For	For	For
23	ALLOCATION OF SHARES FREE OF CHARGE IN FAVOUR OF THE EMPLOYEES OF THE COMPANY	Management	For	For	For
24	SHARE CAPITAL INCREASE BY THE LIMIT OF 2 PER CENT OF THE SHARE CAPITAL, BY ISSUANCE OF ORDINARY SHARES AND-OR OF ANY SECURITIES GIVING ACCESS TO THE SHARE CAPITAL OF THE COMPANY, IN FAVOUR OF MEMBERS OF COMPANY SAVINGS PLANS WITH PREFERENTIAL SUBSCRIPTION RIGHTS CANCELLED	Management	For	For	For
25	THE SHAREHOLDERS MEETING DELEGATES TO THE BOARD OF DIRECTOR THE NECESSARY POWERS TO INCREASE THE CAPITAL WITHIN THE LIMIT OF 2 PER CENT OF THE SHARE CAPITAL , BY ISSUANCE OF ORDINARY SHARES AND-OR OF ANY SECURITIES GIVING ACCESS TO THE SHARE CAPITAL OF THE COMPANY, IN FAVOUR OF AN IDENTIFIED PERSONS WITH PREFERENTIAL SUBSCRIPTION RIGHTS CANCELLED	Management	For	For	For
26	AMENDMENT OF THE ARTICLES 7 'CAPITAL INCREASE AND REDUCTION' AND 33 'COMPOSITION AND HOLDING OF GENERAL MEETINGS' OF THE BYLAWS TO COMPLY WITH THE LEGAL AND REGULATORY PROVISIONS	Management	For	For	For
27	POWERS TO ACCOMPLISH FORMALITIES	Management	For	For	For

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CMMT	20 OCT 2021: PLEASE NOTE THAT IMPORTANT ADDITIONAL MEETING INFORMATION IS-AVAILABLE BY CLICKING ON THE MATERIAL URL LINK:- <a href="https://www.journal-officiel.gouv.fr/balo/document/202110062104025-120">https://www.journal-officiel.gouv.fr/balo/document/202110062104025-120</a> ,- <a href="https://www.journal-officiel.gouv.fr/balo/document/202110202104087-126">https://www.journal-officiel.gouv.fr/balo/document/202110202104087-126</a> AND-PLEASE NOTE THAT THIS IS A REVISION DUE TO ADDITION OF COMMENT AND RECEIPT OF-UPDATED BALO LINK . 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
CMMT	12 OCT 2021: INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE-CLASSIFIED AS AN INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE-II, YOU SHOULD BE PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE-VOTE INSTRUCTION LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF-DATA TO BROADRIDGE OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED-CLIENT SERVICE REPRESENTATIVE FOR ASSISTANCE AND 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	Non-Voting

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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

## Vote Summary

### HAYS PLC

Security	G4361D109	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	10-Nov-2021
ISIN	GB0004161021	Agenda	714726087 - Management
Record Date		Holding Recon Date	08-Nov-2021
City / Country	LONDON / United Kingdom	Vote Deadline Date	04-Nov-2021
SEDOL(s)	0416102 - 5607688 - 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 DIRECTORS REMUNERATION REPORT	Management	For	For	For
3	TO APPROVE A FINAL DIVIDEND	Management	For	For	For
4	TO APPROVE A SPECIAL DIVIDEND	Management	For	For	For
5	TO RE-ELECT ANDREW MARTIN AS A DIRECTOR	Management	For	For	For
6	TO RE-ELECT ALISTAIR COX AS A DIRECTOR	Management	For	For	For
7	TO RE-ELECT PAUL VENABLES AS A DIRECTOR	Management	For	For	For
8	TO RE-ELECT TORSTEN KREINDL AS A DIRECTOR	Management	For	For	For
9	TO RE-ELECT CHERYL MILLINGTON AS A DIRECTOR	Management	For	For	For
10	TO RE-ELECT SUSAN MURRAY AS A DIRECTOR	Management	For	For	For
11	TO RE-ELECT MT RAINEY AS A DIRECTOR	Management	For	For	For
12	TO RE-ELECT PETER WILLIAMS AS A DIRECTOR	Management	For	For	For
13	TO REAPPOINT PRICEWATERHOUSECOOPERS LLP AS AUDITOR OF THE COMPANY	Management	For	For	For
14	TO AUTHORISE THE DIRECTORS TO DETERMINE THE AUDITORS REMUNERATION	Management	For	For	For
15	TO AUTHORISE THE COMPANY TO MAKE LIMITED DONATIONS TO POLITICAL ORGANISATIONS AND TO INCUR POLITICAL EXPENDITURE	Management	For	For	For
16	TO AUTHORISE THE DIRECTORS TO ALLOT SHARES IN THE COMPANY	Management	For	For	For
17	TO AUTHORISE THE DIRECTORS TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	For	For
18	TO AUTHORISE THE COMPANY TO PURCHASE ITS OWN SHARES	Management	For	For	For

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19	TO AUTHORISE THE CALLING OF A GENERAL MEETING WITH 14 CLEAR DAYS NOTICE	Management	For	For	For
20	TO AUTHORISE THE DIRECTORS TO ADOPT THE ARTICLES OF ASSOCIATION	Management	For	For	For
21	TO AUTHORISE THE DIRECTORS TO APPROVE THE PERFORMANCE SHARE PLAN	Management	For	For	For

## Vote Summary

### ORACLE CORPORATION

Security	68389X105	Meeting Type	Annual
Ticker Symbol	ORCL	Meeting Date	10-Nov-2021
ISIN	US68389X1054	Agenda	935498027 - Management
Record Date	13-Sep-2021	Holding Recon Date	13-Sep-2021
City / Country	/ United States	Vote Deadline Date	09-Nov-2021
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1.	DIRECTOR	Management			
	1	Jeffrey S. Berg	Withheld	For	Against
	Comments: Voting against given tenure and independence issue especially given he chairs the independence committee				
	2	Michael J. Boskin	Withheld	For	Against
	Comments: Voting against given tenure and independence issue especially given he chairs the finance and audit committee				
	3	Safra A. Catz	For	For	For
	4	Bruce R. Chizen	Withheld	For	Against
	Comments: Voting against given tenure and independence issues especially given he is Lead Independent Director				
	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 the Compensation of our Named Executive Officers.	Management	Against	For	Against
	Comments: Voting against given the excessive pay, annual bonus based solely on one metric which potentially leads to large pay-outs. LTIP could also be simplified and similar to other companies whilst also being effective.				
3.	Approve an Amendment to 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 Racial Equity Audit.	Shareholder	For	Against	Against

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Comments: Voting For (which is against management recommendation). We don't see a reason why Oracle shouldn't conduct this audit especially given the efforts they say they are making in the areas of diversity and inclusion.

6.	Stockholder Proposal Regarding Independent Board Chair.	Shareholder	Against	Against	For
7.	Stockholder Proposal Regarding Political Spending.	Shareholder	Against	Against	For



## Vote Summary

### JACK HENRY & ASSOCIATES, INC.

Security	426281101	Meeting Type	Annual
Ticker Symbol	JKHY	Meeting Date	16-Nov-2021
ISIN	US4262811015	Agenda	935504250 - Management
Record Date	20-Sep-2021	Holding Recon Date	20-Sep-2021
City / Country	/ United States	Vote Deadline Date	15-Nov-2021
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1.	DIRECTOR	Management			
	1 D. Foss		For	For	For
	2 M. Flanigan		For	For	For
	3 T. Wilson		For	For	For
	4 J. Fiegel		For	For	For
	5 T. Wimsett		For	For	For
	6 L. Kelly		For	For	For
	7 S. Miyashiro		For	For	For
	8 W. Brown		For	For	For
	9 C. Campbell		For	For	For
2.	To approve, on an advisory basis, the compensation of our named executive officers.	Management	Against	For	Against
	Comments: Voting against management as the LTIP only measures relative TSR and RSUs over a 3-year period				
3.	To ratify the selection of the Company's independent registered public accounting firm.	Management	For	For	For

## Vote Summary

### HEXAGON AB

Security	W4R431112	Meeting Type	ExtraOrdinary General Meeting
Ticker Symbol		Meeting Date	17-Nov-2021
ISIN	SE0015961909	Agenda	714738741 - Management
Record Date	09-Nov-2021	Holding Recon Date	09-Nov-2021
City / Country	STOCKH / Sweden OLM	Vote Deadline Date	09-Nov-2021
SEDOL(s)	BKSJS37 - BKSJS48 - BNNTR58 - BNZFH1	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	ELECT CHAIRMAN OF MEETING	Non-Voting			
2	PREPARE AND APPROVE LIST OF SHAREHOLDERS	Non-Voting			
3	APPROVE AGENDA OF MEETING	Non-Voting			
4.1	DESIGNATE JOHANNES WINGBORG AS INSPECTOR OF MINUTES OF MEETING	Non-Voting			
4.2	DESIGNATE FREDRIK SKOGLUND AS INSPECTOR OF MINUTES OF MEETING	Non-Voting			
5	ACKNOWLEDGE PROPER CONVENING OF MEETING	Non-Voting			
6	AMEND ARTICLES RE: NUMBER OF BOARD MEMBERS	Management	For	For	For
7	DETERMINE NUMBER OF MEMBERS (10) AND DEPUTY MEMBERS (0) OF BOARD	Management	For	For	For
8.1	ELECT BRETT WATSON AS NEW DIRECTOR	Management	For	For	For
8.2	ELECT ERIK HUGGERS AS NEW DIRECTOR	Management	For	For	For
9	APPROVE REMUNERATION OF NEW ELECTED DIRECTORS	Management	For	For	For
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	VOTING MUST BE LODGED WITH BENEFICIAL OWNER DETAILS AS PROVIDED BY YOUR-CUSTODIAN BANK. ACCOUNTS WITH MULTIPLE BENEFICIAL OWNERS WILL REQUIRE-DISCLOSURE OF EACH BENEFICIAL OWNER NAME, ADDRESS AND SHARE POSITION	Non-Voting			

## Vote Summary

CMMT	A BENEFICIAL OWNER SIGNED POWER OF ATTORNEY (POA) IS REQUIRED TO LODGE YOUR-VOTING INSTRUCTIONS. IF NO POA IS SUBMITTED, YOUR VOTING INSTRUCTIONS MAY BE-REJECTED	Non-Voting
CMMT	VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED	Non-Voting
CMMT	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
CMMT	INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE CLASSIFIED AS AN-INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE II, YOU SHOULD BE-PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE	Non-Voting

## Vote Summary

VOTE INSTRUCTION-LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF DATA TO BROADRIDGE-OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED CLIENT SERVICE-REPRESENTATIVE FOR ASSISTANCE

## Vote Summary

### SMITHS GROUP PLC

Security	G82401111	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	17-Nov-2021
ISIN	GB00B1WY2338	Agenda	714760546 - Management
Record Date		Holding Recon Date	15-Nov-2021
City / Country	LONDON / United Kingdom	Vote Deadline Date	12-Nov-2021
SEDOL(s)	B1WY233 - B1YYQ17 - BKSG2P8	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	RECEIPT OF REPORT AND ACCOUNTS	Management	For	For	For
2	APPROVAL OF THE DIRECTORS REMUNERATION POLICY	Management	For	For	For
3	APPROVAL OF DIRECTORS REMUNERATION REPORT	Management	For	For	For
4	DECLARATION OF A FINAL DIVIDEND	Management	For	For	For
5	ELECTION OF PAUL KEEL 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 PAM CHENG AS A DIRECTOR	Management	For	For	For
8	RE-ELECTION OF DAME ANN DOWLING AS A DIRECTOR	Management	For	For	For
9	RE-ELECTION OF TANYA FRATTO AS A DIRECTOR	Management	For	For	For
10	RE-ELECTION OF KARIN HOEING AS A DIRECTOR	Management	For	For	For
11	RE-ELECTION OF WILLIAM SEEGER AS A DIRECTOR	Management	For	For	For
12	RE-ELECTION OF MARK SELIGMAN AS A DIRECTOR	Management	For	For	For
13	RE-ELECTION OF JOHN SHIPSEY AS A DIRECTOR	Management	For	For	For
14	RE-ELECTION OF NOEL TATA AS A DIRECTOR	Management	For	For	For
15	RE-APPOINTMENT OF KPMG LLP AS AUDITORS	Management	For	For	For
16	AUTHORISE AUDIT AND RISK COMMITTEE TO DETERMINE AUDITORS REMUNERATION	Management	For	For	For
17	AUTHORITY TO ALLOT SHARES	Management	For	For	For
18	AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	For	For
19	ADDITIONAL AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	For	For
20	AUTHORITY TO MAKE MARKET PURCHASES OF SHARES	Management	For	For	For

## Vote Summary

21	AUTHORITY TO CALL GENERAL MEETINGS OTHER THAN ANNUAL GENERAL MEETINGS ON NOT LESS THAN 14 CLEAR DAYS NOTICE	Management	For	For	For
22	AUTHORITY TO MAKE POLITICAL DONATIONS AND EXPENDITURE	Management	For	For	For

## Vote Summary

### SMITHS GROUP PLC

Security	G82401111	Meeting Type	Ordinary General Meeting
Ticker Symbol		Meeting Date	17-Nov-2021
ISIN	GB00B1WY2338	Agenda	714857452 - Management
Record Date		Holding Recon Date	15-Nov-2021
City / Country	LONDON / United Kingdom	Vote Deadline Date	12-Nov-2021
SEDOL(s)	B1WY233 - B1YYQ17 - BKSG2P8	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1	APPROVE THE SALE	Management	For	For	For
2	APPROVE THE SHARE BUYBACK RESOLUTION	Management	For	For	For
CMMT	02 NOV 2021: PLEASE NOTE THAT THIS IS A REVISION DUE TO MODIFICATION OF THE-TEXT OF RESOLUTION 2. 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

### THE CLOROX COMPANY

Security	189054109	Meeting Type	Annual
Ticker Symbol	CLX	Meeting Date	17-Nov-2021
ISIN	US1890541097	Agenda	935503208 - Management
Record Date	24-Sep-2021	Holding Recon Date	24-Sep-2021
City / Country	/ United States	Vote Deadline Date	16-Nov-2021
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	Election of Director: Amy Banse	Management	For	For	For
1B.	Election of Director: Richard H. Carmona	Management	For	For	For
1C.	Election of Director: Spencer C. Fleischer	Management	For	For	For
1D.	Election of Director: Esther Lee	Management	For	For	For
1E.	Election of Director: A.D. David Mackay	Management	For	For	For
1F.	Election of Director: Paul Parker	Management	For	For	For
1G.	Election of Director: Linda Rendle	Management	For	For	For
1H.	Election of Director: Matthew J. Shattock	Management	For	For	For
1I.	Election of Director: Kathryn Tesija	Management	For	For	For
1J.	Election of Director: Russell Weiner	Management	For	For	For
1K.	Election of Director: Christopher J. Williams	Management	For	For	For
2.	Advisory Vote to Approve Executive Compensation.	Management	For	For	For
3.	Ratification of the Selection of Ernst & Young LLP as the Clorox Company's Independent Registered Public Accounting Firm.	Management	For	For	For
4.	Approval of the Amended and Restated 2005 Stock Incentive Plan.	Management	For	For	For
5.	Shareholder Proposal Requesting Non-Management Employees on Director Nominee Candidate Lists.	Shareholder	Against	Against	For
Comments: Voting WITH management against the resolution					



## Vote Summary

### SONIC HEALTHCARE LIMITED

Security	Q8563C107	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	18-Nov-2021
ISIN	AU000000SHL7	Agenda	714741849 - Management
Record Date	16-Nov-2021	Holding Recon Date	16-Nov-2021
City / Country	VIRTUAL / Australia	Vote Deadline Date	12-Nov-2021
SEDOL(s)	5975589 - 6821120 - BJ05375	Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
CMMT	VOTING EXCLUSIONS APPLY TO THIS MEETING FOR PROPOSALS 3, 4, 5 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 MS KATE SPARGO	Management	For	For	For
2	RE-ELECTION OF MR LOU PANACCIO	Management	For	For	For
3	ADOPTION OF THE REMUNERATION REPORT	Management	For	For	For
4	APPROVAL OF LONG TERM INCENTIVES FOR DR COLIN GOLDSCHMIDT, MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER	Management	For	For	For
5	APPROVAL OF LONG TERM INCENTIVES FOR MR CHRIS WILKS, FINANCE DIRECTOR AND CHIEF FINANCIAL OFFICER	Management	For	For	For

## Vote Summary

### BROADRIDGE FINANCIAL SOLUTIONS, INC.

Security	11133T103	Meeting Type	Annual
Ticker Symbol	BR	Meeting Date	18-Nov-2021
ISIN	US11133T1034	Agenda	935503563 - Management
Record Date	23-Sep-2021	Holding Recon Date	23-Sep-2021
City / Country	/ United States	Vote Deadline Date	17-Nov-2021
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Leslie A. Brun	Management	For	For	For
1B.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Pamela L. Carter	Management	For	For	For
1C.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Richard J. Daly	Management	For	For	For
1D.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Robert N. Duels	Management	For	For	For
1E.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Melvin L. Flowers	Management	For	For	For
1F.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Timothy C. Gokey	Management	For	For	For
1G.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Brett A. Keller	Management	For	For	For
1H.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Maura A. Markus	Management	For	For	For
1I.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Annette L. Nazareth	Management	For	For	For
1J.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Thomas J. Perna	Management	For	For	For
1K.	Election of Director to serve until the 2022 Annual Meeting of Stockholders: Amit K. Zavery	Management	For	For	For
2.	Advisory vote to approve the compensation of the Company's Named Executive Officers (the Say on Pay Vote).	Management	Against	For	Against
	Comments: Evenlode voted AGAINST the remuneration report due to the focus on EPS growth in both the STIP and LTIP.				

## Vote Summary

3.	To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accountants for the fiscal year ending June 30, 2022.	Management	For	For	For
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## Vote Summary

### MICROSOFT CORPORATION

Security	594918104	Meeting Type	Annual
Ticker Symbol	MSFT	Meeting Date	30-Nov-2021
ISIN	US5949181045	Agenda	935505480 - Management
Record Date	30-Sep-2021	Holding Recon Date	30-Sep-2021
City / Country	/ United States	Vote Deadline Date	29-Nov-2021
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	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: Carlos A. Rodriguez	Management	For	For	For
1H.	Election of Director: Charles W. Scharf	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.	Approve Employee Stock Purchase Plan.	Management	For	For	For
4.	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2022.	Management	For	For	For
5.	Shareholder Proposal - Report on median pay gaps across race and gender.	Shareholder	Against	Against	For
6.	Shareholder Proposal - Report on effectiveness of workplace sexual harassment policies.	Shareholder	Against	Against	For
7.	Shareholder Proposal - Prohibition on sales of facial recognition technology to all government entities.	Shareholder	Against	Against	For
8.	Shareholder Proposal - Report on implementation of the Fair Chance Business Pledge.	Shareholder	Against	Against	For
9.	Shareholder Proposal - Report on how lobbying activities align with company policies.	Shareholder	Against	Against	For

## Vote Summary

### MEDTRONIC PLC

Security	G5960L103	Meeting Type	Annual
Ticker Symbol	MDT	Meeting Date	09-Dec-2021
ISIN	IE00BTN1Y115	Agenda	935510429 - Management
Record Date	14-Oct-2021	Holding Recon Date	14-Oct-2021
City / Country	/ United States	Vote Deadline Date	08-Dec-2021
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management
1A.	Election of Director until the 2022 Annual General Meeting: Richard H. Anderson	Management	For	For	For
1B.	Election of Director until the 2022 Annual General Meeting: Craig Arnold	Management	For	For	For
1C.	Election of Director until the 2022 Annual General Meeting: Scott C. Donnelly	Management	For	For	For
1D.	Election of Director until the 2022 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	Management	For	For	For
1E.	Election of Director until the 2022 Annual General Meeting: Randall J. Hogan, III	Management	For	For	For
1F.	Election of Director until the 2022 Annual General Meeting: Kevin E. Lofton	Management	For	For	For
1G.	Election of Director until the 2022 Annual General Meeting: Geoffrey S. Martha	Management	For	For	For
1H.	Election of Director until the 2022 Annual General Meeting: Elizabeth G. Nabel, M.D.	Management	For	For	For
1I.	Election of Director until the 2022 Annual General Meeting: Denise M. O'Leary	Management	For	For	For
1J.	Election of Director until the 2022 Annual General Meeting: Kendall J. Powell	Management	For	For	For
2.	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2022 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	Management	For	For	For
3.	Approving, on an advisory basis, the Company's executive compensation.	Management	For	For	For
4.	Approving, on an advisory basis, the frequency of Say-on-Pay votes.	Management	1 Year	1 Year	For
5.	Approving the new 2021 Medtronic plc Long Term Incentive Plan.	Management	For	For	For
6.	Renewing the Board of Directors' authority to issue shares under Irish law.	Management	For	For	For
7.	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	Management	For	For	For

## Vote Summary

8.	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	Management	For	For	For
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## Vote Summary

### CISCO SYSTEMS, INC.

Security	17275R102	Meeting Type	Annual
Ticker Symbol	CSCO	Meeting Date	13-Dec-2021
ISIN	US17275R1023	Agenda	935511469 - Management
Record Date	15-Oct-2021	Holding Recon Date	15-Oct-2021
City / Country	/ United States	Vote Deadline Date	10-Dec-2021
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	Against	For	Against
	Comments: Evenlode chose to vote AGAINST management on the re-election of Mr Capellas as we believe his long tenure on the board affects his independence and therefore his role as a lead independent director. Especially as the company has a combined Chair and CEO.				
1D.	Election of Director: Mark Garrett	Management	For	For	For
1E.	Election of Director: John D. Harris II	Management	For	For	For
1F.	Election of Director: Dr. Kristina M. Johnson	Management	For	For	For
1G.	Election of Director: Roderick C. McGeary	Management	For	For	For
1H.	Election of Director: Charles H. Robbins	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
1K.	Election of Director: Marianna Tessel	Management	For	For	For
2.	Approval, on an advisory basis, of executive compensation.	Management	For	For	For
3.	Ratification of PricewaterhouseCoopers LLP as Cisco's independent registered public accounting firm for fiscal 2022.	Management	For	For	For
4.	Approval to have Cisco's Board amend Cisco's proxy access bylaw to remove the stockholder aggregation limit.	Shareholder	For	Against	Against
	Comments: Evenlode chose to vote AGAINST management and with shareholders to amend proxy access bylaws as we believe it would be of benefit to minority shareholders.				