

Q4 Voting Records 2022

Acct / Group  
Countries  
Vote Range  
Vote Status

All Accounts  
All Countries  
01-Oct-2022 To 31-Dec-2022  
Voted/Unvoted

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1a.	ELECTION OF DIRECTOR: B. Marc Allen	1	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1b.	ELECTION OF DIRECTOR: Angela F. Braly	2	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1c.	ELECTION OF DIRECTOR: Amy L. Chang	3	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1d.	ELECTION OF DIRECTOR: Joseph Jimenez	4	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1e.	ELECTION OF DIRECTOR: Christopher Kempczinski	5	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1f.	ELECTION OF DIRECTOR: Debra L. Lee	6	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1g.	ELECTION OF DIRECTOR: Terry J. Lundgren	7	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1h.	ELECTION OF DIRECTOR: Christine M. McCarthy	8	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1i.	ELECTION OF DIRECTOR: Jon R. Moeller	9	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1j.	ELECTION OF DIRECTOR: Rajesh Subramaniam	10	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1k.	ELECTION OF DIRECTOR: Patricia A. Woertz	11	Against	Evenlode chose to vote against the re-election of Patricia Woertz due to serious auditor independence concerns identified and her role as the chair of the audit committee.	For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	2.	Ratify Appointment of the Independent Registered Public Accounting Firm	12	Against	Evenlode chose to vote against the auditor as we didnt feel it fulfilled our independence criteria.	For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	3.	Advisory Vote to Approve the Company's Executive Compensation (the "Say on Pay" vote)	13	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1a.	ELECTION OF DIRECTOR: B. Marc Allen	1	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1b.	ELECTION OF DIRECTOR: Angela F. Braly	2	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1c.	ELECTION OF DIRECTOR: Amy L. Chang	3	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1d.	ELECTION OF DIRECTOR: Joseph Jimenez	4	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1e.	ELECTION OF DIRECTOR: Christopher Kempczinski	5	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1f.	ELECTION OF DIRECTOR: Debra L. Lee	6	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1g.	ELECTION OF DIRECTOR: Terry J. Lundgren	7	For		For	

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THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1i.	ELECTION OF DIRECTOR: Jon R. Moeller	9	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1j.	ELECTION OF DIRECTOR: Rajesh Subramaniam	10	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1k.	ELECTION OF DIRECTOR: Patricia A. Woertz	11	Against	Evenlode chose to vote against the re-election of Patricia Woertz due to serious auditor independence concerns identified and her role as the chair of the audit committee.	For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	2.	Ratify Appointment of the Independent Registered Public Accounting Firm	12	Against	Evenlode chose to vote against the auditor as we didnt feel it fulfilled our independence criteria.	For	
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THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1d.	ELECTION OF DIRECTOR: Joseph Jimenez	4	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1e.	ELECTION OF DIRECTOR: Christopher Kempczinski	5	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1f.	ELECTION OF DIRECTOR: Debra L. Lee	6	For		For	
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THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1h.	ELECTION OF DIRECTOR: Christine M. McCarthy	8	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1i.	ELECTION OF DIRECTOR: Jon R. Moeller	9	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1j.	ELECTION OF DIRECTOR: Rajesh Subramaniam	10	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	1k.	ELECTION OF DIRECTOR: Patricia A. Woertz	11	Against	Evenlode chose to vote against the re-election of Patricia Woertz due to serious auditor independence concerns identified and her role as the chair of the audit committee.	For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	2.	Ratify Appointment of the Independent Registered Public Accounting Firm	12	Against	Evenlode chose to vote against the auditor as we didnt feel it fulfilled our independence criteria.	For	
THE PROCTER & GAMBLE COMPANY	US7427181091	11-Oct-2022		Annual	10-Oct-2022	PG		04-Oct-2022	3.	Advisory Vote to Approve the Company's Executive Compensation (the "Say on Pay" vote)	13	For		For	

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ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	1	TO RECEIVE AND ADOPT THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022 TOGETHER WITH THE REPORTS OF THE DIRECTORS AND AUDITORS THEREON	2	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	2	TO DECLARE A FINAL DIVIDEND FOR THE YEAR ENDED 30 JUNE 2022 OF 12.10 PENCE PER ORDINARY SHARE	3	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	3	TO RE-ELECT MARK COOMBS AS A DIRECTOR	4	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	4	TO RE-ELECT TOM SHIPPEY AS A DIRECTOR	5	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	5	TO RE-ELECT CLIVE ADAMSON AS A DIRECTOR	6	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	6	TO RE-ELECT HELEN BECK AS A DIRECTOR	7	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	7	TO RE-ELECT JENNIFER BINGHAM AS A DIRECTOR	8	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	8	TO ELECT SHIRLEY GARROOD AS A DIRECTOR	9	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	9	TO APPROVE THE DIRECTORS REMUNERATION REPORT EXCLUDING THE REMUNERATION POLICY FOR THE YEAR ENDED 30 JUNE 2022	10	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	10	TO RE-APPOINT KPMG LLP AS AUDITORS	11	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	11	TO AUTHORISE THE AUDIT AND RISK COMMITTEE TO AGREE THE REMUNERATION OF THE AUDITORS	12	For		For	

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ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	12	TO AUTHORISE POLITICAL DONATIONS AND POLITICAL EXPENDITURE	13	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	13	TO AUTHORISE THE DIRECTORS TO ALLOT SHARES	14	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	14	TO AUTHORISE THE DIS-APPLICATION OF PRE-EMPTION RIGHTS UP TO 35,637,040 SHARES	15	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	15	TO AUTHORISE THE DIS-APPLICATION OF PRE-EMPTION RIGHTS UP TO A FURTHER 35,637,040 SHARES	16	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	16	TO AUTHORISE MARKET PURCHASES OF SHARES	17	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	17	TO APPROVE THE RENEWAL OF THE WAIVER OF THE OBLIGATION UNDER RULE 9 OF THE TAKEOVER CODE	18	For		For	
ASHMORE GROUP PLC	GB00B132NW22	14-Oct-2022		Annual General Meeting	11-Oct-2022		B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5	05-Oct-2022	18	TO REDUCE THE NOTICE PERIOD FOR GENERAL MEETINGS OTHER THAN AN ANNUAL GENERAL MEETING	19	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	1	TO RECEIVE THE AUDITED FINANCIAL STATEMENTS OF THE COMPANY	1	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	2	APPROVE THE FINAL DIVIDEND	2	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	3	APPROVE THE DIRECTORS REMUNERATION REPORT	3	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	4	RE-APPOINTMENT OF PRICEWATERHOUSECOOPERS LLP AS AUDITOR	4	For		For	

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HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	5	AUTHORISE THE DIRECTORS TO DETERMINE THE REMUNERATION OF THE AUDITOR	5	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	6	RE-ELECT DEANNA OPPENHEIMER AS A DIRECTOR	6	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	7	RE-ELECT CHRISTOPHER HILL AS A DIRECTOR	7	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	8	ELECT AMY STIRLING AS A DIRECTOR	8	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	9	RE-ELECT DAN OLLEY AS A DIRECTOR	9	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	10	RE-ELECT ROGER PERKIN AS A DIRECTOR	10	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	11	RE-ELECT JOHN TROIANO AS A DIRECTOR	11	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	12	RE-ELECT ANDREA BLANCE AS A DIRECTOR	12	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	13	RE-ELECT MONI MANNINGS AS A DIRECTOR	13	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	14	RE-ELECT ADRIAN COLLINS AS A DIRECTOR	14	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	15	RE-ELECT PENNY JAMES AS A DIRECTOR	15	For		For	

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HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	17	AUTHORITY TO PURCHASE OWN SHARES	17	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	18	AUTHORITY TO ALLOT SHARES	18	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	19	AUTHORITY TO DIS-APPLY PRE-EMPTION RIGHTS	19	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	19-Oct-2022		Annual General Meeting	14-Oct-2022		B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6	06-Oct-2022	20	APPROVE SHORT NOTICE FOR GENERAL MEETINGS	20	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	01	TO RECEIVE THE DIRECTORS AND AUDITORS REPORTS AND THE FINANCIAL STATEMENTS	1	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	02	TO APPROVE DIRECTORS REMUNERATION REPORT	2	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	03	TO APPROVE A FINAL DIVIDEND	3	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	04	TO APPROVE A SPECIAL DIVIDEND	4	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	05	TO ELECT JAMES HILTON AS A DIRECTOR	5	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	06	TO ELECT JOE HURD AS A DIRECTOR	6	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	07	TO RE-ELECT ANDREW MARTIN AS A DIRECTOR	7	For		For	



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HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	08	TO RE-ELECT ALISTAIR COX AS A DIRECTOR	8	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	09	TO RE-ELECT CHERYL MILLINGTON AS A DIRECTOR	9	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	10	TO RE-ELECT SUSAN MURRAY AS A DIRECTOR	10	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	11	TO RE-ELECT MT RAINEY AS A DIRECTOR	11	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	12	TO RE-ELECT PETER WILLIAMS AS A DIRECTOR	12	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	13	TO REAPPOINT PRICEWATERHOUSECOOPERS LLP AS AUDITOR OF THE COMPANY	13	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	14	TO AUTHORISE THE DIRECTORS TO DETERMINE THE AUDITORS REMUNERATION	14	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	15	TO AUTHORISE THE COMPANY TO MAKE LIMITED DONATIONS TO POLITICAL ORGANISATIONS AND TO INCUR POLITICAL EXPENDITURE	15	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	16	TO AUTHORISE THE DIRECTORS TO ALLOT SHARES IN THE COMPANY	16	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	17	TO AUTHORISE THE DIRECTORS TO DISAPPLY PRE-EMPTION RIGHTS	17	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	18	TO AUTHORISE THE COMPANY TO PURCHASE ITS OWN SHARES	18	For		For	
HAYS PLC	GB0004161021	09-Nov-2022		Annual General Meeting	04-Nov-2022		0416102, 5607688, B02STY8, BKSG0X2	28-Oct-2022	19	TO AUTHORISE THE CALLING OF A GENERAL MEETING WITH 14 CLEAR DAYS' NOTICE	19	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	1	APPROVE FINANCIAL STATEMENTS AND STATUTORY REPORTS	6	For		For	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	2	APPROVE CONSOLIDATED FINANCIAL STATEMENTS AND STATUTORY REPORTS	7	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	3	APPROVE ALLOCATION OF INCOME AND DIVIDENDS OF EUR 4.12 PER SHARE	8	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	4	REELECT PATRICIA BARBIZET AS DIRECTOR	9	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	5	REELECT IAN GALLIENNE AS DIRECTOR	10	Against	Concerns regarding over-boarding due to sitting on 12 other company boards	For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	6	RENEW APPOINTMENT OF KPMG SA AS AUDITOR	11	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	7	ACKNOWLEDGE END OF MANDATE OF SALUSTRO REYDEL AS ALTERNATE AUDITOR AND DECISION NOT TO REPLACE AND RENEW	12	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	8	APPROVE COMPENSATION OF ALEXANDRE RICARD, CHAIRMAN AND CEO	13	For		For	



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PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	9	APPROVE REMUNERATION POLICY OF ALEXANDRE RICARD, CHAIRMAN AND CEO	14	Against	Weak LTIPs based on TSR	For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	10	APPROVE COMPENSATION REPORT OF CORPORATE OFFICERS	15	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	11	APPROVE REMUNERATION POLICY OF CORPORATE OFFICERS	16	Against	Weak LTIPs based on TSR	For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	12	AUTHORIZE REPURCHASE OF UP TO 10 PERCENT OF ISSUED SHARE CAPITAL	17	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	13	APPROVE AUDITORS SPECIAL REPORT ON RELATED-PARTY TRANSACTIONS	18	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	14	AUTHORIZE FILING OF REQUIRED DOCUMENTS/OTHER FORMALITIES	19	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	1	APPROVE FINANCIAL STATEMENTS AND STATUTORY REPORTS	6	For		For	

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PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	2	APPROVE CONSOLIDATED FINANCIAL STATEMENTS AND STATUTORY REPORTS	7	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	3	APPROVE ALLOCATION OF INCOME AND DIVIDENDS OF EUR 4.12 PER SHARE	8	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	4	REELECT PATRICIA BARBIZET AS DIRECTOR	9	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	5	REELECT IAN GALLIENNE AS DIRECTOR	10	Against	Concerns regarding over-boarding due to sitting on 12 other company boards	For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	6	RENEW APPOINTMENT OF KPMG SA AS AUDITOR	11	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	7	ACKNOWLEDGE END OF MANDATE OF SALUSTRO REYDEL AS ALTERNATE AUDITOR AND DECISION NOT TO REPLACE AND RENEW	12	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	8	APPROVE COMPENSATION OF ALEXANDRE RICARD, CHAIRMAN AND CEO	13	For		For	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
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PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	10	APPROVE COMPENSATION REPORT OF CORPORATE OFFICERS	15	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	11	APPROVE REMUNERATION POLICY OF CORPORATE OFFICERS	16	Against	Weak LTIPs based on TSR	For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	12	AUTHORIZE REPURCHASE OF UP TO 10 PERCENT OF ISSUED SHARE CAPITAL	17	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	13	APPROVE AUDITORS SPECIAL REPORT ON RELATED-PARTY TRANSACTIONS	18	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2022		Annual General Meeting	03-Nov-2022		4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2	01-Nov-2022	14	AUTHORIZE FILING OF REQUIRED DOCUMENTS/OTHER FORMALITIES	19	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1a.	Election of Director to serve until the 2023 Annual Meeting: Leslie A. Brun	1	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1b.	Election of Director to serve until the 2023 Annual Meeting: Pamela L. Carter	2	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1c.	Election of Director to serve until the 2023 Annual Meeting: Richard J. Daly	3	For		For	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1d.	Election of Director to serve until the 2023 Annual Meeting: Robert N. Duelks	4	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1e.	Election of Director to serve until the 2023 Annual Meeting: Melvin L. Flowers	5	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1f.	Election of Director to serve until the 2023 Annual Meeting: Timothy C. Gokey	6	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1g.	Election of Director to serve until the 2023 Annual Meeting: Brett A. Keller	7	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1h.	Election of Director to serve until the 2023 Annual Meeting: Maura A. Markus	8	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1i.	Election of Director to serve until the 2023 Annual Meeting: Eileen K. Murray	9	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1j.	Election of Director to serve until the 2023 Annual Meeting: Annette L. Nazareth	10	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1k.	Election of Director to serve until the 2023 Annual Meeting: Thomas J. Perna	11	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1l.	Election of Director to serve until the 2023 Annual Meeting: Amit K. Zavery	12	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	2)	Advisory vote to approve the compensation of the Company's Named Executive Officers (the Say on Pay Vote).	13	Against	LTIP still remains weak and just focuses on EPS. STIP non-financial disclosure could also improve.	For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	3)	To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accountants for the fiscal year ending June 30, 2023.	14	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1a.	Election of Director to serve until the 2023 Annual Meeting: Leslie A. Brun	1	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1b.	Election of Director to serve until the 2023 Annual Meeting: Pamela L. Carter	2	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1c.	Election of Director to serve until the 2023 Annual Meeting: Richard J. Daly	3	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1d.	Election of Director to serve until the 2023 Annual Meeting: Robert N. Duelks	4	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1e.	Election of Director to serve until the 2023 Annual Meeting: Melvin L. Flowers	5	For		For	

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BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1g.	Election of Director to serve until the 2023 Annual Meeting: Brett A. Keller	7	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1h.	Election of Director to serve until the 2023 Annual Meeting: Maura A. Markus	8	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1i.	Election of Director to serve until the 2023 Annual Meeting: Eileen K. Murray	9	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1j.	Election of Director to serve until the 2023 Annual Meeting: Annette L. Nazareth	10	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1k.	Election of Director to serve until the 2023 Annual Meeting: Thomas J. Perna	11	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1l.	Election of Director to serve until the 2023 Annual Meeting: Amit K. Zavery	12	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	2)	Advisory vote to approve the compensation of the Company's Named Executive Officers (the Say on Pay Vote).	13	Against	LTIP still remains weak and just focuses on EPS. STIP non-financial disclosure could also improve.	For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	3)	To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accountants for the fiscal year ending June 30, 2023.	14	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1a.	Election of Director to serve until the 2023 Annual Meeting: Leslie A. Brun	1	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1b.	Election of Director to serve until the 2023 Annual Meeting: Pamela L. Carter	2	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1c.	Election of Director to serve until the 2023 Annual Meeting: Richard J. Daly	3	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1d.	Election of Director to serve until the 2023 Annual Meeting: Robert N. Duelks	4	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1e.	Election of Director to serve until the 2023 Annual Meeting: Melvin L. Flowers	5	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1f.	Election of Director to serve until the 2023 Annual Meeting: Timothy C. Gokey	6	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1g.	Election of Director to serve until the 2023 Annual Meeting: Brett A. Keller	7	For		For	

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BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1i.	Election of Director to serve until the 2023 Annual Meeting: Eileen K. Murray	9	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1j.	Election of Director to serve until the 2023 Annual Meeting: Annette L. Nazareth	10	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1k.	Election of Director to serve until the 2023 Annual Meeting: Thomas J. Perna	11	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1l.	Election of Director to serve until the 2023 Annual Meeting: Amit K. Zavery	12	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	2)	Advisory vote to approve the compensation of the Company's Named Executive Officers (the Say on Pay Vote).	13	Against	LTIP still remains weak and just focuses on EPS. STIP non-financial disclosure could also improve.	For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	3)	To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accountants for the fiscal year ending June 30, 2023.	14	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1a.	Election of Director to serve until the 2023 Annual Meeting: Leslie A. Brun	1	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1b.	Election of Director to serve until the 2023 Annual Meeting: Pamela L. Carter	2	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1c.	Election of Director to serve until the 2023 Annual Meeting: Richard J. Daly	3	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1d.	Election of Director to serve until the 2023 Annual Meeting: Robert N. Duelks	4	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1e.	Election of Director to serve until the 2023 Annual Meeting: Melvin L. Flowers	5	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1f.	Election of Director to serve until the 2023 Annual Meeting: Timothy C. Gokey	6	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1g.	Election of Director to serve until the 2023 Annual Meeting: Brett A. Keller	7	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1h.	Election of Director to serve until the 2023 Annual Meeting: Maura A. Markus	8	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1i.	Election of Director to serve until the 2023 Annual Meeting: Eileen K. Murray	9	For		For	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1j.	Election of Director to serve until the 2023 Annual Meeting: Annette L. Nazareth	10	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1k.	Election of Director to serve until the 2023 Annual Meeting: Thomas J. Perna	11	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	1l.	Election of Director to serve until the 2023 Annual Meeting: Amit K. Zavery	12	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	2)	Advisory vote to approve the compensation of the Company's Named Executive Officers (the Say on Pay Vote).	13	Against	LTIP still remains weak and just focuses on EPS. STIP non-financial disclosure could also improve.	For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	10-Nov-2022		Annual	09-Nov-2022	BR		02-Nov-2022	3)	To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accountants for the fiscal year ending June 30, 2023.	14	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	1	RECEIPT OF REPORT AND ACCOUNTS	1	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	2	APPROVAL OF DIRECTORS REMUNERATION REPORT	2	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	3	DECLARATION OF A FINAL DIVIDEND	3	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	4	ELECTION OF RICHARD HOWES AS A DIRECTOR	4	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	5	ELECTION OF CLARE SCHERRER AS A DIRECTOR	5	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	6	RE-ELECTION OF SIR GEORGE BUCKLEY AS A DIRECTOR	6	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	7	RE-ELECTION OF PAM CHENG AS A DIRECTOR	7	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	8	RE-ELECTION OF DAME ANN DOWLING AS A DIRECTOR	8	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	9	RE-ELECTION OF KARIN HOEING AS A DIRECTOR	9	For		For	



Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	10	RE-ELECTION OF PAUL KEEL AS A DIRECTOR	10	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	11	RE-ELECTION OF WILLIAM SEEGER AS A DIRECTOR	11	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	12	RE-ELECTION OF MARK SELIGMAN AS A DIRECTOR	12	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	13	RE-ELECTION OF NOEL TATA AS A DIRECTOR	13	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	14	RE-APPOINTMENT OF KPMG LLP AS AUDITOR	14	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	15	AUTHORISE AUDIT AND RISK COMMITTEE TO DETERMINE AUDITORS REMUNERATION	15	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	16	AUTHORITY TO ALLOT SHARES	16	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	17	AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	17	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	18	ADDITIONAL AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	18	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	19	AUTHORITY TO MAKE MARKET PURCHASES OF SHARES	19	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	20	AUTHORITY TO CALL GENERAL MEETINGS OTHER THAN ANNUAL GENERAL MEETINGS ON NOT LESS THAN 14 CLEAR DAYS NOTICE	20	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2022		Annual General Meeting	11-Nov-2022		B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8	04-Nov-2022	21	AUTHORITY TO MAKE POLITICAL DONATIONS AND EXPENDITURE	21	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1a.	Election of Director: Amy L. Banse	1	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1b.	Election of Director: Julia Denman	2	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1c.	Election of Director: Spencer C. Fleischer	3	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1d.	Election of Director: Esther Lee	4	For		For	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1e.	Election of Director: A.D. David Mackay	5	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1f.	Election of Director: Paul Parker	6	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1g.	Election of Director: Stephanie Plaines	7	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1h.	Election of Director: Linda Rendle	8	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1i.	Election of Director: Matthew J. Shattock	9	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1j.	Election of Director: Kathryn Tesija	10	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1k.	Election of Director: Russell J. Weiner	11	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1l.	Election of Director: Christopher J. Williams	12	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	2.	Advisory Vote to Approve Executive Compensation.	13	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	3.	Ratification of the Selection of Ernst & Young LLP as the Clorox Company's Independent Registered Public Accounting Firm.	14	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1a.	Election of Director: Amy L. Banse	1	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1b.	Election of Director: Julia Denman	2	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1c.	Election of Director: Spencer C. Fleischer	3	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1d.	Election of Director: Esther Lee	4	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1e.	Election of Director: A.D. David Mackay	5	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1f.	Election of Director: Paul Parker	6	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1g.	Election of Director: Stephanie Plaines	7	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1h.	Election of Director: Linda Rendle	8	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1i.	Election of Director: Matthew J. Shattock	9	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1j.	Election of Director: Kathryn Tesija	10	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1k.	Election of Director: Russell J. Weiner	11	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	1l.	Election of Director: Christopher J. Williams	12	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	2.	Advisory Vote to Approve Executive Compensation.	13	For		For	
THE CLOROX COMPANY	US1890541097	16-Nov-2022		Annual	15-Nov-2022	CLX		10-Nov-2022	3.	Ratification of the Selection of Ernst & Young LLP as the Clorox Company's Independent Registered Public Accounting Firm.	14	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	1	ELECTION OF PROFESSOR CHRISTINE BENNETT AS A NON-EXECUTIVE DIRECTOR	2	For		For	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	2	ELECTION OF DR KATHARINE GILES AS A NON-EXECUTIVE DIRECTOR	3	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	3	ADOPTION OF THE REMUNERATION REPORT	4	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	4	APPROVAL OF LONG TERM INCENTIVES FOR DR COLIN GOLDSCHMIDT, MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER	5	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	5	APPROVAL OF LONG TERM INCENTIVES FOR MR CHRIS WILKS, FINANCE DIRECTOR AND CHIEF FINANCIAL OFFICER	6	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	1	ELECTION OF PROFESSOR CHRISTINE BENNETT AS A NON-EXECUTIVE DIRECTOR	2	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	2	ELECTION OF DR KATHARINE GILES AS A NON-EXECUTIVE DIRECTOR	3	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	3	ADOPTION OF THE REMUNERATION REPORT	4	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	4	APPROVAL OF LONG TERM INCENTIVES FOR DR COLIN GOLDSCHMIDT, MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER	5	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	17-Nov-2022		Annual General Meeting	11-Nov-2022		5975589, 6821120, B3BJRY9, BJ05375	07-Nov-2022	5	APPROVAL OF LONG TERM INCENTIVES FOR MR CHRIS WILKS, FINANCE DIRECTOR AND CHIEF FINANCIAL OFFICER	6	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1a.	Election of Class II Director: Ronald S. Lauder	1	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1b.	Election of Class II Director: William P. Lauder	2	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1c.	Election of Class II Director: Richard D. Parsons	3	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1d.	Election of Class II Director: Lynn Forester de Rothschild	4	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1e.	Election of Class II Director: Jennifer Tejada	5	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1f.	Election of Class II Director: Richard F. Zannino	6	For		For	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	2.	Ratification of appointment of PricewaterhouseCoopers LLP as independent auditors for the 2023 fiscal year.	7	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	3.	Advisory vote to approve executive compensation.	8	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1a.	Election of Class II Director: Ronald S. Lauder	1	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1b.	Election of Class II Director: William P. Lauder	2	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1c.	Election of Class II Director: Richard D. Parsons	3	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1d.	Election of Class II Director: Lynn Forester de Rothschild	4	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1e.	Election of Class II Director: Jennifer Tejada	5	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	1f.	Election of Class II Director: Richard F. Zannino	6	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	2.	Ratification of appointment of PricewaterhouseCoopers LLP as independent auditors for the 2023 fiscal year.	7	For		For	
THE ESTÉE LAUDER COMPANIES INC.	US5184391044	18-Nov-2022		Annual	17-Nov-2022	EL		14-Nov-2022	3.	Advisory vote to approve executive compensation.	8	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1a.	Election of Director to hold office until the 2023 Annual General Meeting: Richard H. Anderson	1	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1b.	Election of Director to hold office until the 2023 Annual General Meeting: Craig Arnold	2	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1c.	Election of Director to hold office until the 2023 Annual General Meeting: Scott C. Donnelly	3	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1d.	Election of Director to hold office until the 2023 Annual General Meeting: Lidia L. Fonseca	4	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1e.	Election of Director to hold office until the 2023 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	5	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1f.	Election of Director to hold office until the 2023 Annual General Meeting: Randall J. Hogan, III	6	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1g.	Election of Director to hold office until the 2023 Annual General Meeting: Kevin E. Lofton	7	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1h.	Election of Director to hold office until the 2023 Annual General Meeting: Geoffrey S. Martha	8	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1i.	Election of Director to hold office until the 2023 Annual General Meeting: Elizabeth G. Nabel, M.D.	9	For		For	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1j.	Election of Director to hold office until the 2023 Annual General Meeting: Denise M. O'Leary	10	Against	Evenlode chose to vote AGAINST management on the re-election of Denise O'Leary due to audit independence concerns.	For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1k.	Election of Director to hold office until the 2023 Annual General Meeting: Kendall J. Powell	11	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	2.	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2023 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	12	Against	Evenlode chose to vote AGAINST the re-election of the company auditor due to independence concerns.	For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	3.	Approving, on an advisory basis, the Company's executive compensation.	13	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	4.	Renewing the Board of Directors' authority to issue shares under Irish law.	14	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	5.	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	15	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	6.	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	16	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1a.	Election of Director to hold office until the 2023 Annual General Meeting: Richard H. Anderson	1	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1b.	Election of Director to hold office until the 2023 Annual General Meeting: Craig Arnold	2	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1c.	Election of Director to hold office until the 2023 Annual General Meeting: Scott C. Donnelly	3	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1d.	Election of Director to hold office until the 2023 Annual General Meeting: Lidia L. Fonseca	4	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1e.	Election of Director to hold office until the 2023 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	5	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1f.	Election of Director to hold office until the 2023 Annual General Meeting: Randall J. Hogan, III	6	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1g.	Election of Director to hold office until the 2023 Annual General Meeting: Kevin E. Lofton	7	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1h.	Election of Director to hold office until the 2023 Annual General Meeting: Geoffrey S. Martha	8	For		For	

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MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1j.	Election of Director to hold office until the 2023 Annual General Meeting: Denise M. O'Leary	10	Against	Evenlode chose to vote AGAINST management on the re-election of Denise O'Leary due to audit independence concerns.	For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1k.	Election of Director to hold office until the 2023 Annual General Meeting: Kendall J. Powell	11	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	2.	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2023 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	12	Against	Evenlode chose to vote AGAINST the re-election of the company auditor due to independence concerns.	For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	3.	Approving, on an advisory basis, the Company's executive compensation.	13	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	4.	Renewing the Board of Directors' authority to issue shares under Irish law.	14	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	5.	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	15	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	6.	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	16	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1a.	Election of Director to hold office until the 2023 Annual General Meeting: Richard H. Anderson	1	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1b.	Election of Director to hold office until the 2023 Annual General Meeting: Craig Arnold	2	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1c.	Election of Director to hold office until the 2023 Annual General Meeting: Scott C. Donnelly	3	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1d.	Election of Director to hold office until the 2023 Annual General Meeting: Lidia L. Fonseca	4	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1e.	Election of Director to hold office until the 2023 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	5	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1f.	Election of Director to hold office until the 2023 Annual General Meeting: Randall J. Hogan, III	6	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1g.	Election of Director to hold office until the 2023 Annual General Meeting: Kevin E. Lofton	7	For		For	



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MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1i.	Election of Director to hold office until the 2023 Annual General Meeting: Elizabeth G. Nabel, M.D.	9	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1j.	Election of Director to hold office until the 2023 Annual General Meeting: Denise M. O'Leary	10	Against	Evenlode chose to vote AGAINST management on the re-election of Denise O'Leary due to audit independence concerns.	For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1k.	Election of Director to hold office until the 2023 Annual General Meeting: Kendall J. Powell	11	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	2.	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2023 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	12	Against	Evenlode chose to vote AGAINST the re-election of the company auditor due to independence concerns.	For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	3.	Approving, on an advisory basis, the Company's executive compensation.	13	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	4.	Renewing the Board of Directors' authority to issue shares under Irish law.	14	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	5.	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	15	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	6.	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	16	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1a.	Election of Director to hold office until the 2023 Annual General Meeting: Richard H. Anderson	1	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1b.	Election of Director to hold office until the 2023 Annual General Meeting: Craig Arnold	2	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1c.	Election of Director to hold office until the 2023 Annual General Meeting: Scott C. Donnelly	3	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1d.	Election of Director to hold office until the 2023 Annual General Meeting: Lidia L. Fonseca	4	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1e.	Election of Director to hold office until the 2023 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	5	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1f.	Election of Director to hold office until the 2023 Annual General Meeting: Randall J. Hogan, III	6	For		For	



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MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1h.	Election of Director to hold office until the 2023 Annual General Meeting: Geoffrey S. Martha	8	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1i.	Election of Director to hold office until the 2023 Annual General Meeting: Elizabeth G. Nabel, M.D.	9	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1j.	Election of Director to hold office until the 2023 Annual General Meeting: Denise M. O'Leary	10	Against	Evenlode chose to vote AGAINST management on the re-election of Denise O'Leary due to audit independence concerns.	For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	1k.	Election of Director to hold office until the 2023 Annual General Meeting: Kendall J. Powell	11	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	2.	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2023 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	12	Against	Evenlode chose to vote AGAINST the re-election of the company auditor due to independence concerns.	For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	3.	Approving, on an advisory basis, the Company's executive compensation.	13	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	4.	Renewing the Board of Directors' authority to issue shares under Irish law.	14	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	5.	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	15	For		For	
MEDTRONIC PLC	IE00BTN1Y115	08-Dec-2022		Annual	07-Dec-2022	MDT		01-Dec-2022	6.	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	16	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1a.	Election of Director: M. Michele Burns	1	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1b.	Election of Director: Wesley G. Bush	2	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1c.	Election of Director: Michael D. Capellas	3	Against	Voting AGAINST in similar fashion to last year. The role of the Lead Independent Director is important given the combined CEO and Chairman role. The LID has a longer tenure than we would like.	For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1d.	Election of Director: Mark Garrett	4	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1e.	Election of Director: John D. Harris II	5	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1f.	Election of Director: Dr. Kristina M. Johnson	6	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1g.	Election of Director: Roderick C. Mcgeary	7	For		For	

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CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1h.	Election of Director: Sarah Rae Murphy	8	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1i.	Election of Director: Charles H. Robbins	9	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1j.	Election of Director: Brenton L. Saunders	10	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1k.	Election of Director: Dr. Lisa T. Su	11	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1l.	Election of Director: Marianna Tessel	12	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	2.	Approval, on an advisory basis, of executive compensation.	13	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	3.	Ratification of PricewaterhouseCoopers LLP as Cisco's independent registered public accounting firm for fiscal 2023.	14	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	4.	Stockholder Proposal - Approval to have Cisco's Board issue a tax transparency report in consideration of the Global Reporting Initiative's Tax Standard.	15	For	Voting FOR the proposal AGAINST management. There is benefit to increased tax disclosure and we feel shareholders would benefit from extra reporting.	Against	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1a.	Election of Director: M. Michele Burns	1	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1b.	Election of Director: Wesley G. Bush	2	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1c.	Election of Director: Michael D. Capellas	3	Against	Voting AGAINST in similar fashion to last year. The role of the Lead Independent Director is important given the combined CEO and Chairman role. The LID has a longer tenure than we would like.	For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1d.	Election of Director: Mark Garrett	4	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1e.	Election of Director: John D. Harris II	5	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1f.	Election of Director: Dr. Kristina M. Johnson	6	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1g.	Election of Director: Roderick C. Mcgeary	7	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1h.	Election of Director: Sarah Rae Murphy	8	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1i.	Election of Director: Charles H. Robbins	9	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1j.	Election of Director: Brenton L. Saunders	10	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1k.	Election of Director: Dr. Lisa T. Su	11	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1l.	Election of Director: Marianna Tessel	12	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	2.	Approval, on an advisory basis, of executive compensation.	13	For		For	

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CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1a.	Election of Director: M. Michele Burns	1	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1b.	Election of Director: Wesley G. Bush	2	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1c.	Election of Director: Michael D. Capellas	3	Against	Voting AGAINST in similar fashion to last year. The role of the Lead Independent Director is important given the combined CEO and Chairman role. The LID has a longer tenure than we would like.	For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1d.	Election of Director: Mark Garrett	4	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1e.	Election of Director: John D. Harris II	5	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1f.	Election of Director: Dr. Kristina M. Johnson	6	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1g.	Election of Director: Roderick C. Mcgeary	7	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1h.	Election of Director: Sarah Rae Murphy	8	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1i.	Election of Director: Charles H. Robbins	9	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1j.	Election of Director: Brenton L. Saunders	10	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1k.	Election of Director: Dr. Lisa T. Su	11	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	1l.	Election of Director: Marianna Tessel	12	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	2.	Approval, on an advisory basis, of executive compensation.	13	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	3.	Ratification of PricewaterhouseCoopers LLP as Cisco's independent registered public accounting firm for fiscal 2023.	14	For		For	
CISCO SYSTEMS, INC.	US17275R1023	08-Dec-2022		Annual	07-Dec-2022	CSCO		05-Dec-2022	4.	Stockholder Proposal - Approval to have Cisco's Board issue a tax transparency report in consideration of the Global Reporting Initiative's Tax Standard.	15	For	Voting FOR the proposal AGAINST management. There is benefit to increased tax disclosure and we feel shareholders would benefit from extra reporting.	Against	
SPECTRIS PLC	GB0003308607	13-Dec-2022		Ordinary General Meeting	08-Dec-2022		0330860, B010HC9, B05P1H3, BQQPLD0	01-Dec-2022	1	TO APPROVE THE DIRECTORS REMUNERATION POLICY TO TAKE EFFECT FROM 1 JANUARY 2023	1	For		For	

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MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1b.	Election of Director: Hugh F. Johnston	2	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1c.	Election of Director: Teri L. List	3	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1d.	Election of Director: Satya Nadella	4	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1e.	Election of Director: Sandra E. Peterson	5	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1f.	Election of Director: Penny S. Pritzker	6	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1g.	Election of Director: Carlos A. Rodriguez	7	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1h.	Election of Director: Charles W. Scharf	8	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1i.	Election of Director: John W. Stanton	9	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1j.	Election of Director: John W. Thompson	10	For	We will be engaging with Microsoft on the succession plan for John Thompson as Lead Independent Director as his Tenure is at 10 years..	For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1k.	Election of Director: Emma N. Walmsley	11	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1l.	Election of Director: Padmasree Warrior	12	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	2.	Advisory vote to approve named executive officer compensation	13	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	3.	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2023	14	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	4.	Shareholder Proposal - Cost/Benefit Analysis of Diversity and Inclusion	15	Against		Against	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	5.	Shareholder Proposal - Report on Hiring of Persons with Arrest or Incarceration Records	16	Against		Against	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	6.	Shareholder Proposal - Report on Investment of Retirement Funds in Companies Contributing to Climate Change	17	Against		Against	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	7.	Shareholder Proposal - Report on Government Use of Microsoft Technology	18	For	Voting with the proposal against management as we hold transparency on relations to defense important.	Against	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	8.	Shareholder Proposal - Report on Development of Products for Military	19	For	Voting with the proposal against management as we hold transparency on relations to defense important.	Against	

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MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1a.	Election of Director: Reid G. Hoffman	1	For	We will be engaging with Microsoft on the independence of Reid Hoffman due to his association with LinkedIn (Subsidiary)	For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1b.	Election of Director: Hugh F. Johnston	2	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1c.	Election of Director: Teri L. List	3	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1d.	Election of Director: Satya Nadella	4	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1e.	Election of Director: Sandra E. Peterson	5	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1f.	Election of Director: Penny S. Pritzker	6	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1g.	Election of Director: Carlos A. Rodriguez	7	For		For	
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MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1i.	Election of Director: John W. Stanton	9	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1j.	Election of Director: John W. Thompson	10	For	We will be engaging with Microsoft on the succession plan for John Thompson as Lead Independent Director as his Tenure is at 10 years..	For	
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MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1l.	Election of Director: Padmasree Warrior	12	For		For	
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MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1a.	Election of Director: Reid G. Hoffman	1	For	We will be engaging with Microsoft on the independence of Reid Hoffman due to his association with LinkedIn (Subsidiary)	For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1b.	Election of Director: Hugh F. Johnston	2	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1c.	Election of Director: Teri L. List	3	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1d.	Election of Director: Satya Nadella	4	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1e.	Election of Director: Sandra E. Peterson	5	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1f.	Election of Director: Penny S. Pritzker	6	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1g.	Election of Director: Carlos A. Rodriguez	7	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1h.	Election of Director: Charles W. Scharf	8	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1i.	Election of Director: John W. Stanton	9	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1j.	Election of Director: John W. Thompson	10	For	We will be engaging with Microsoft on the succession plan for John Thompson as Lead Independent Director as his Tenure is at 10 years..	For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1k.	Election of Director: Emma N. Walmsley	11	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1l.	Election of Director: Padmasree Warrior	12	For		For	
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MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1a.	Election of Director: Reid G. Hoffman	1	For	We will be engaging with Microsoft on the independence of Reid Hoffman due to his association with LinkedIn (Subsidiary)	For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1b.	Election of Director: Hugh F. Johnston	2	For		For	
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MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1f.	Election of Director: Penny S. Pritzker	6	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1g.	Election of Director: Carlos A. Rodriguez	7	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1h.	Election of Director: Charles W. Scharf	8	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1i.	Election of Director: John W. Stanton	9	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1j.	Election of Director: John W. Thompson	10	For	We will be engaging with Microsoft on the succession plan for John Thompson as Lead Independent Director as his Tenure is at 10 years..	For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1k.	Election of Director: Emma N. Walmsley	11	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	1l.	Election of Director: Padmasree Warrior	12	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	2.	Advisory vote to approve named executive officer compensation	13	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	3.	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2023	14	For		For	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	4.	Shareholder Proposal - Cost/Benefit Analysis of Diversity and Inclusion	15	Against		Against	

Company Name	ISIN	Meeting Date	Meeting Notes	Meeting Type	Meeting Vote Deadline	Ticker Symbol	SEDOLs	Vote Date	Proposal Label	Proposal Long Text	Proposal Number	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	5.	Shareholder Proposal - Report on Hiring of Persons with Arrest or Incarceration Records	16	Against		Against	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	6.	Shareholder Proposal - Report on Investment of Retirement Funds in Companies Contributing to Climate Change	17	Against		Against	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	7.	Shareholder Proposal - Report on Government Use of Microsoft Technology	18	For	Voting with the proposal against management as we hold transparency on relations to defense important.	Against	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	8.	Shareholder Proposal - Report on Development of Products for Military	19	For	Voting with the proposal against management as we hold transparency on relations to defense important.	Against	
MICROSOFT CORPORATION	US5949181045	13-Dec-2022		Annual	12-Dec-2022	MSFT		05-Dec-2022	9.	Shareholder Proposal - Report on Tax Transparency	20	For	With the increase of tax avoidance and the impact it has on global inequality we support a report on the tax implication for Microsoft	Against	