

Q4 Voting Statistic All Funds

Acct / Group All Accounts
Countries All Countries
Meeting Range 01-Oct-2023 To 31-Dec-2023
Vote Status Voted

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: B. Marc Allen	1a.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Brett Biggs	1b.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Sheila Bonini	1c.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Angela F. Braly	1d.	Against		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Amy L. Chang	1e.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Joseph Jimenez	1f.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Christopher Kempczinski	1g.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Debra L. Lee	1h.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Terry J. Lundgren	1i.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Christine M. McCarthy	1j.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Jon R. Moeller	1k.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Robert J. Portman	1l.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Rajesh Subramaniam	1m.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Patricia A. Woertz	1n.	Against		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Ratify Appointment of the Independent Registered Public Accounting Firm	2.	Against		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Advisory Vote to Approve the Company's Executive Compensation (the "Say on Pay" vote)	3.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Advisory Vote to Approve the Frequency of the Executive Compensation Vote (the "Say on Frequency" vote)	4.	1 Year		1 Year	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Shareholder Proposal - Civil Rights Audit of Reverse Discrimination	5.	Against		Against	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Shareholder Proposal - Annual Report on Operations in China	6.	Against		Against	

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THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Shareholder Proposal - Request to Require Shareholder Approval for Certain Future Amendments to Company Regulations	7.	Against		Against	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: B. Marc Allen	1a.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Brett Biggs	1b.	For		For	
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THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Angela F. Braly	1d.	Against		For	
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THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Jon R. Moeller	1k.	For		For	
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THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Patricia A. Woertz	1n.	Against		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Ratify Appointment of the Independent Registered Public Accounting Firm	2.	Against		For	
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THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Shareholder Proposal - Request to Require Shareholder Approval for Certain Future Amendments to Company Regulations	7.	Against		Against	

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THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Christine M. McCarthy	1j.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Jon R. Moeller	1k.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Robert J. Portman	1l.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Rajesh Subramaniam	1m.	For		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Election of Director: Patricia A. Woertz	1n.	Against		For	
THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Ratify Appointment of the Independent Registered Public Accounting Firm	2.	Against		For	
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THE PROCTER & GAMBLE COMPANY	US7427181091	10-Oct-2023	Annual		PG	09-Oct-2023	Shareholder Proposal - Request to Require Shareholder Approval for Certain Future Amendments to Company Regulations	7.	Against		Against	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO RECEIVE AND ADOPT THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023 TOGETHER WITH THE REPORTS OF THE DIRECTORS AND AUDITORS THEREON	1	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO DECLARE A FINAL DIVIDEND FOR THE YEAR ENDED 30 JUNE 2023 OF 12.1 PENCE PER ORDINARY SHARE	2	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	RE-ELECT MARK COOMBS AS DIRECTOR	3	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	RE-ELECT TOM SHIPPEY AS DIRECTOR	4	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	RE-ELECT CLIVE ADAMSON AS DIRECTOR	5	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	RE-ELECT HELEN BECK AS DIRECTOR	6	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	RE-ELECT JENNIFER BINGHAM AS DIRECTOR	7	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	RE-ELECT SHIRLEY GARROOD AS DIRECTOR	8	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	ELECT THUY DAM AS DIRECTOR	9	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO APPROVE THE DIRECTORS REMUNERATION POLICY SET OUT ON PAGES 85 TO 93 IN THE ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023	10	For		For	

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ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO APPROVE THE DIRECTORS REMUNERATION REPORT (EXCLUDING THE REMUNERATION POLICY) SET OUT ON PAGES 78 TO 111 IN THE ANNUAL REPORT AND ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023	11	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO APPOINT ERNST YOUNG LLP AS AUDITORS	12	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO AUTHORISE THE AUDIT AND RISK COMMITTEE TO AGREE THE REMUNERATION OF THE AUDITORS	13	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO AUTHORISE POLITICAL DONATIONS AND POLITICAL EXPENDITURE	14	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO AUTHORISE THE DIRECTORS TO ALLOT SHARES	15	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO AUTHORISE THE DIS-APPLICATION OF PRE-EMPTION RIGHTS UP TO 35,637,040 SHARES	16	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO AUTHORISE THE DIS-APPLICATION OF PRE-EMPTION RIGHTS UP TO A FURTHER 35,637,040 SHARES	17	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO AUTHORISE MARKET PURCHASE OF SHARES	18	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO APPROVE THE RENEWAL OF THE WAIVER OF THE OBLIGATION UNDER RULE 9 OF THE TAKEOVER CODE	19	For		For	
ASHMORE GROUP PLC	GB00B132NW22	18-Oct-2023	Annual General Meeting	B132NW2 ,B1G4GN 7,B3D1C3 7,BKSG2C 5		11-Oct-2023	TO REDUCE THE NOTICE PERIOD FOR GENERAL MEETINGS OTHER THAN AN ANNUAL GENERAL MEETING	20	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Craig Arnold	1a.	For		For	

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MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Scott C. Donnelly	1b.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Lidia L. Fonseca	1c.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	1d.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Randall J. Hogan, III	1e.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Gregory P. Lewis	1f.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Kevin E. Lofton	1g.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Geoffrey S. Martha	1h.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Elizabeth G. Nabel, M.D.	1i.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Denise M. O'Leary	1j.	Against	Voting against the re-election of Denise O'Leary due to the length of the audit tenure.	For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Kendall J. Powell	1k.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2024 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	2.	Against	Voting against due to the length of the audit tenure.	For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Approving, on an advisory basis, the Company's executive compensation.	3.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Approving the Company's 2024 Employee Stock Purchase Plan.	4.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Renewing the Board of Directors' authority to issue shares under Irish law.	5.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	6.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	7.	For		For	

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MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Craig Arnold	1a.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Scott C. Donnelly	1b.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Lidia L. Fonseca	1c.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	1d.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Randall J. Hogan, III	1e.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Gregory P. Lewis	1f.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Kevin E. Lofton	1g.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Geoffrey S. Martha	1h.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Elizabeth G. Nabel, M.D.	1i.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Denise M. O'Leary	1j.	Against	Voting against the re-election of Denise O'Leary due to the length of the audit tenure.	For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Kendall J. Powell	1k.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2024 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	2.	Against	Voting against due to the length of the audit tenure.	For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Approving, on an advisory basis, the Company's executive compensation.	3.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Approving the Company's 2024 Employee Stock Purchase Plan.	4.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Renewing the Board of Directors' authority to issue shares under Irish law.	5.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	6.	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	7.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Craig Arnold	1a.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Scott C. Donnelly	1b.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Lidia L. Fonseca	1c.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	1d.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Randall J. Hogan, III	1e.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Gregory P. Lewis	1f.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Kevin E. Lofton	1g.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Geoffrey S. Martha	1h.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Elizabeth G. Nabel, M.D.	1i.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Denise M. O'Leary	1j.	Against	Voting against the re-election of Denise O'Leary due to the length of the audit tenure.	For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Kendall J. Powell	1k.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2024 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	2.	Against	Voting against due to the length of the audit tenure.	For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Approving, on an advisory basis, the Company's executive compensation.	3.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Approving the Company's 2024 Employee Stock Purchase Plan.	4.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Renewing the Board of Directors' authority to issue shares under Irish law.	5.	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	6.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	7.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Craig Arnold	1a.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Scott C. Donnelly	1b.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Lidia L. Fonseca	1c.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	1d.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Randall J. Hogan, III	1e.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Gregory P. Lewis	1f.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Kevin E. Lofton	1g.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Geoffrey S. Martha	1h.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Elizabeth G. Nabel, M.D.	1i.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Denise M. O'Leary	1j.	Against	Voting against the re-election of Denise O'Leary due to the length of the audit tenure.	For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Election of Director to hold office until the 2024 Annual General Meeting: Kendall J. Powell	1k.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2024 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	2.	Against	Voting against due to the length of the audit tenure.	For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Approving, on an advisory basis, the Company's executive compensation.	3.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Approving the Company's 2024 Employee Stock Purchase Plan.	4.	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Renewing the Board of Directors' authority to issue shares under Irish law.	5.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	6.	For		For	
MEDTRONIC PLC	IE00BTN1Y115	19-Oct-2023	Annual		MDT	02-Oct-2023	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	7.	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Leslie A. Brun	1a)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Pamela L. Carter	1b)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Richard J. Daly	1c)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Robert N. Duelks	1d)	Against	Voting against due to sole use of EPS in the LTIP and receiving no engagement from Broadridge	For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Melvin L. Flowers	1e)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Timothy C. Gokey	1f)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Brett A. Keller	1g)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Maura A. Markus	1h)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Eileen K. Murray	1i)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Annette L. Nazareth	1j)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Amit K. Zavery	1k)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Advisory vote to approve the compensation of the Company's Named Executive Officers (the Say on Pay Vote).	2)	Against	Voting against due to sole use of EPS in the LTIP	For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Advisory vote on the frequency of holding the Say on Pay Vote (the Frequency Vote).	3)	1 Year		1 Year	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accountants for the fiscal year ending June 30, 2024.	4)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Leslie A. Brun	1a)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Pamela L. Carter	1b)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Richard J. Daly	1c)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Robert N. Duelks	1d)	Against	Voting against due to sole use of EPS in the LTIP and receiving no engagement from Broadridge	For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Melvin L. Flowers	1e)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Timothy C. Gokey	1f)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Brett A. Keller	1g)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Maura A. Markus	1h)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Eileen K. Murray	1i)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Annette L. Nazareth	1j)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Election of Director to serve until the 2024 Annual Meeting: Amit K. Zavery	1k)	For		For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Advisory vote to approve the compensation of the Company's Named Executive Officers (the Say on Pay Vote).	2)	Against	Voting against due to sole use of EPS in the LTIP	For	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	Advisory vote on the frequency of holding the Say on Pay Vote (the Frequency Vote).	3)	1 Year		1 Year	
BROADRIDGE FINANCIAL SOLUTIONS, INC.	US11133T1034	09-Nov-2023	Annual		BR	06-Nov-2023	To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accountants for the fiscal year ending June 30, 2024.	4)	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPABL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE FINANCIAL STATEMENTS AND STATUTORY REPORTS	1	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPABL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE CONSOLIDATED FINANCIAL STATEMENTS AND STATUTORY REPORTS	2	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPABL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE ALLOCATION OF INCOME AND DIVIDENDS OF EUR 4.70 PER SHARE	3	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPABL4, BNGCZ61, BRTM6P2		06-Nov-2023	REELECT KORY SORENSON AS DIRECTOR	4	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPABL4, BNGCZ61, BRTM6P2		06-Nov-2023	REELECT PHILIPPE PETITCOLIN AS DIRECTOR	5	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPABL4, BNGCZ61, BRTM6P2		06-Nov-2023	ELECT MAX KOEUNE AS DIRECTOR	6	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPABL4, BNGCZ61, BRTM6P2		06-Nov-2023	RENEW APPOINTMENT OF DELOITTE & ASSOCIES AS AUDITOR	7	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE REMUNERATION OF DIRECTORS IN THE AGGREGATE AMOUNT OF EUR 1,350,000	8	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE COMPENSATION OF ALEXANDRE RICARD, CHAIRMAN AND CEO	9	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE REMUNERATION POLICY OF ALEXANDRE RICARD, CHAIRMAN AND CEO	10	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE COMPENSATION REPORT OF CORPORATE OFFICERS	11	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE REMUNERATION POLICY OF DIRECTORS	12	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE AUDITOR'S SPECIAL REPORT ON RELATED-PARTY TRANSACTIONS MENTIONING THE ABSENCE OF NEW TRANSACTIONS	13	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE REPURCHASE OF UP TO 10 PERCENT OF ISSUED SHARE CAPITAL	14	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKB4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE DECREASE IN SHARE CAPITAL VIA CANCELLATION OF REPURCHASED SHARES	15	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKB4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE ISSUANCE OF EQUITY OR EQUITY-LINKED SECURITIES WITH PREEMPTIVE RIGHTS UP TO AGGREGATE NOMINAL AMOUNT OF EUR 130 MILLION	16	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKB4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE ISSUANCE OF EQUITY OR EQUITY-LINKED SECURITIES WITHOUT PREEMPTIVE RIGHTS UP TO AGGREGATE NOMINAL AMOUNT OF EUR 39 MILLION	17	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKB4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE BOARD TO INCREASE CAPITAL IN THE EVENT OF ADDITIONAL DEMAND RELATED TO DELEGATION SUBMITTED TO SHAREHOLDER VOTE UNDER ITEMS 16, 17 AND 19	18	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKB4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE ISSUANCE OF EQUITY OR EQUITY-LINKED SECURITIES FOR PRIVATE PLACEMENTS, UP TO AGGREGATE NOMINAL AMOUNT OF EUR 39 MILLION	19	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKB4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE CAPITAL INCREASE OF UP TO 10 PERCENT OF ISSUED CAPITAL FOR CONTRIBUTIONS IN KIND	20	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKB4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE CAPITALIZATION OF RESERVES OF UP TO EUR 130 MILLION FOR BONUS ISSUE OR INCREASE IN PAR VALUE	21	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE CAPITAL ISSUANCES FOR USE IN EMPLOYEE STOCK PURCHASE PLANS	22	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE CAPITAL ISSUANCES FOR USE IN EMPLOYEE STOCK PURCHASE PLANS RESERVED FOR EMPLOYEES OF THE GROUP'S SUBSIDIARIES	23	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE FILING OF REQUIRED DOCUMENTS/OTHER FORMALITIES	24	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE FINANCIAL STATEMENTS AND STATUTORY REPORTS	1	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE CONSOLIDATED FINANCIAL STATEMENTS AND STATUTORY REPORTS	2	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE ALLOCATION OF INCOME AND DIVIDENDS OF EUR 4.70 PER SHARE	3	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	REELECT KORY SORENSON AS DIRECTOR	4	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	REELECT PHILIPPE PETITCOLIN AS DIRECTOR	5	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	ELECT MAX KOEUNE AS DIRECTOR	6	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	RENEW APPOINTMENT OF DELOITTE & ASSOCIES AS AUDITOR	7	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE REMUNERATION OF DIRECTORS IN THE AGGREGATE AMOUNT OF EUR 1,350,000	8	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE COMPENSATION OF ALEXANDRE RICARD, CHAIRMAN AND CEO	9	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE REMUNERATION POLICY OF ALEXANDRE RICARD, CHAIRMAN AND CEO	10	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE COMPENSATION REPORT OF CORPORATE OFFICERS	11	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE REMUNERATION POLICY OF DIRECTORS	12	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE AUDITOR'S SPECIAL REPORT ON RELATED-PARTY TRANSACTIONS MENTIONING THE ABSENCE OF NEW TRANSACTIONS	13	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE REPURCHASE OF UP TO 10 PERCENT OF ISSUED SHARE CAPITAL	14	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE DECREASE IN SHARE CAPITAL VIA CANCELLATION OF REPURCHASED SHARES	15	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE ISSUANCE OF EQUITY OR EQUITY-LINKED SECURITIES WITH PREEMPTIVE RIGHTS UP TO AGGREGATE NOMINAL AMOUNT OF EUR 130 MILLION	16	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE ISSUANCE OF EQUITY OR EQUITY-LINKED SECURITIES WITHOUT PREEMPTIVE RIGHTS UP TO AGGREGATE NOMINAL AMOUNT OF EUR 39 MILLION	17	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE BOARD TO INCREASE CAPITAL IN THE EVENT OF ADDITIONAL DEMAND RELATED TO DELEGATION SUBMITTED TO SHAREHOLDER VOTE UNDER ITEMS 16, 17 AND 19	18	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	APPROVE ISSUANCE OF EQUITY OR EQUITY-LINKED SECURITIES FOR PRIVATE PLACEMENTS, UP TO AGGREGATE NOMINAL AMOUNT OF EUR 39 MILLION	19	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE CAPITAL INCREASE OF UP TO 10 PERCENT OF ISSUED CAPITAL FOR CONTRIBUTIONS IN KIND	20	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE CAPITALIZATION OF RESERVES OF UP TO EUR 130 MILLION FOR BONUS ISSUE OR INCREASE IN PAR VALUE	21	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE CAPITAL ISSUANCES FOR USE IN EMPLOYEE STOCK PURCHASE PLANS	22	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE CAPITAL ISSUANCES FOR USE IN EMPLOYEE STOCK PURCHASE PLANS RESERVED FOR EMPLOYEES OF THE GROUP'S SUBSIDIARIES	23	For		For	
PERNOD RICARD SA	FR0000120693	10-Nov-2023	MIX	4682318, 4682329, B030Q53, B10S419, BF446Y8, BGPKBL4, BNGCZ61, BRTM6P2		06-Nov-2023	AUTHORIZE FILING OF REQUIRED DOCUMENTS/OTHER FORMALITIES	24	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: D. Foss	1.1	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: M. Flanigan	1.2	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: T. Wilson	1.3	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: J. Fiegel	1.4	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: T. Wimsett	1.5	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: L. Kelly	1.6	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: S. Miyashiro	1.7	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: W. Brown	1.8	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: C. Campbell	1.9	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To approve, on an advisory basis, the compensation of our named executive officers.	2.	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To approve, on an advisory basis, the frequency of the advisory approval of our named executive officer compensation.	3.	1 Year		1 Year	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To ratify the selection of the Company's independent registered public accounting firm.	4.	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: D. Foss	1.1	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: M. Flanigan	1.2	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: T. Wilson	1.3	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: J. Fiegel	1.4	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: T. Wimsett	1.5	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: L. Kelly	1.6	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: S. Miyashiro	1.7	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: W. Brown	1.8	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: C. Campbell	1.9	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To approve, on an advisory basis, the compensation of our named executive officers.	2.	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To approve, on an advisory basis, the frequency of the advisory approval of our named executive officer compensation.	3.	1 Year		1 Year	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To ratify the selection of the Company's independent registered public accounting firm.	4.	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: D. Foss	1.1	For		For	

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JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: M. Flanigan	1.2	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: T. Wilson	1.3	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: J. Fiegel	1.4	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: T. Wimsett	1.5	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: L. Kelly	1.6	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: S. Miyashiro	1.7	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: W. Brown	1.8	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: C. Campbell	1.9	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To approve, on an advisory basis, the compensation of our named executive officers.	2.	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To approve, on an advisory basis, the frequency of the advisory approval of our named executive officer compensation.	3.	1 Year		1 Year	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To ratify the selection of the Company's independent registered public accounting firm.	4.	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: D. Foss	1.1	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: M. Flanigan	1.2	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: T. Wilson	1.3	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: J. Fiegel	1.4	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: T. Wimsett	1.5	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: L. Kelly	1.6	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: S. Miyashiro	1.7	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: W. Brown	1.8	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	Election of Director: C. Campbell	1.9	For		For	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To approve, on an advisory basis, the compensation of our named executive officers.	2.	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To approve, on an advisory basis, the frequency of the advisory approval of our named executive officer compensation.	3.	1 Year		1 Year	
JACK HENRY & ASSOCIATES, INC.	US4262811015	14-Nov-2023	Annual		JKHY	13-Nov-2023	To ratify the selection of the Company's independent registered public accounting firm.	4.	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO RECEIVE THE DIRECTORS AND AUDITORS REPORTS AND THE FINANCIAL STATEMENTS	1	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO APPROVE DIRECTORS REMUNERATION REPORT	2	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO APPROVE DIRECTORS REMUNERATION POLICY	3	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO APPROVE A FINAL DIVIDEND	4	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO APPROVE A SPECIAL DIVIDEND	5	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO ELECT DIRK HAHN AS A DIRECTOR	6	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO ELECT ZARIN PATEL AS A DIRECTOR	7	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO RE-ELECT JAMES HILTON AS A DIRECTOR	8	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO RE-ELECT JOE HURD AS A DIRECTOR	9	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO RE-ELECT ANDREW MARTIN AS A DIRECTOR	10	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO RE-ELECT CHERYL MILLINGTON AS A DIRECTOR	11	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO RE-ELECT SUSAN MURRAY AS A DIRECTOR	12	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO RE-ELECT MT RAINEY AS A DIRECTOR	13	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO RE-ELECT PETER WILLIAMS AS A DIRECTOR	14	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO REAPPOINT PRICEWATERHOUSECOOPERS LLP AS AUDITOR OF THE COMPANY	15	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO AUTHORISE THE AUDIT COMMITTEE TO DETERMINE THE AUDITORS REMUNERATION	16	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO AUTHORISE THE COMPANY TO MAKE LIMITED DONATIONS TO POLITICAL ORGANISATIONS AND TO INCUR POLITICAL EXPENDITURE	17	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO AUTHORISE THE DIRECTORS TO ALLOT SHARES IN THE COMPANY	18	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO AUTHORISE THE DIRECTORS TO DISAPPLY PRE-EMPTION RIGHTS	19	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO AUTHORISE THE COMPANY TO PURCHASE ITS OWN SHARES	20	For		For	
HAYS PLC	GB0004161021	15-Nov-2023	Annual General Meeting	0416102, 5607688, B02STY8, BKSG0X2		10-Nov-2023	TO AUTHORISE THE CALLING OF A GENERAL MEETING WITH 14 CLEAR DAYS NOTICE	21	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RE-ELECTION OF PROFESSOR MARK COMPTON AS A NON-EXECUTIVE DIRECTOR	1	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RE-ELECTION OF MR NEVILLE MITCHELL AS A NON-EXECUTIVE DIRECTOR	2	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RE-ELECTION OF PROFESSOR SUZANNE CROWE AS A NON-EXECUTIVE DIRECTOR	3	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RE-ELECTION OF MR CHRIS WILKS AS AN EXECUTIVE DIRECTOR	4	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	ADOPTION OF THE REMUNERATION REPORT	5	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	APPROVAL OF THE ISSUE OF SECURITIES UNDER THE SONIC HEALTHCARE LIMITED EMPLOYEE OPTION PLAN	6	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	APPROVAL OF THE ISSUE OF SECURITIES UNDER THE SONIC HEALTHCARE LIMITED PERFORMANCE RIGHTS PLAN	7	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	APPROVAL OF LONG TERM INCENTIVES FOR DR COLIN GOLDSCHMIDT, MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER	8	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	APPROVAL OF LONG TERM INCENTIVES FOR MR CHRIS WILKS, FINANCE DIRECTOR AND CHIEF FINANCIAL OFFICER	9	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RENEWAL OF PROPORTIONAL TAKEOVER BID APPROVAL PROVISIONS	10	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RE-ELECTION OF PROFESSOR MARK COMPTON AS A NON-EXECUTIVE DIRECTOR	1	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RE-ELECTION OF MR NEVILLE MITCHELL AS A NON-EXECUTIVE DIRECTOR	2	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RE-ELECTION OF PROFESSOR SUZANNE CROWE AS A NON-EXECUTIVE DIRECTOR	3	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RE-ELECTION OF MR CHRIS WILKS AS AN EXECUTIVE DIRECTOR	4	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	ADOPTION OF THE REMUNERATION REPORT	5	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	APPROVAL OF THE ISSUE OF SECURITIES UNDER THE SONIC HEALTHCARE LIMITED EMPLOYEE OPTION PLAN	6	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	APPROVAL OF THE ISSUE OF SECURITIES UNDER THE SONIC HEALTHCARE LIMITED PERFORMANCE RIGHTS PLAN	7	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	APPROVAL OF LONG TERM INCENTIVES FOR DR COLIN GOLDSCHMIDT, MANAGING DIRECTOR AND CHIEF EXECUTIVE OFFICER	8	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	APPROVAL OF LONG TERM INCENTIVES FOR MR CHRIS WILKS, FINANCE DIRECTOR AND CHIEF FINANCIAL OFFICER	9	For		For	
SONIC HEALTHCARE LIMITED	AU000000SHL7	16-Nov-2023	Annual General Meeting	5975589, 6821120, B3BJRY9, BJ05375		08-Nov-2023	RENEWAL OF PROPORTIONAL TAKEOVER BID APPROVAL PROVISIONS	10	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RECEIPT OF REPORT AND ACCOUNTS	1	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	APPROVAL OF DIRECTORS REMUNERATION REPORT	2	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	DECLARATION OF A FINAL DIVIDEND	3	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	ELECTION OF STEVE WILLIAMS AS A DIRECTOR	4	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF PAM CHENG AS A DIRECTOR	5	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF DAME ANN DOWLING AS A DIRECTOR	6	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF KARIN HOEING AS A DIRECTOR	7	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF RICHARD HOWES AS A DIRECTOR	8	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF PAUL KEEL AS A DIRECTOR	9	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF CLARE SCHERRER AS A DIRECTOR	10	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF WILLIAM SEEGER AS A DIRECTOR	11	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233, B1YYQ17, B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF MARK SELIGMAN AS A DIRECTOR	12	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	RE-ELECTION OF NOEL TATA AS A DIRECTOR	13	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	RE-APPOINTMENT OF KPMG LLP AS AUDITORS	14	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	AUTHORISE AUDIT AND RISK COMMITTEE TO DETERMINE THE AUDITORS REMUNERATION	15	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	AUTHORITY TO ALLOT SHARES	16	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	17	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	ADDITIONAL AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	18	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	AUTHORITY TO MAKE MARKET PURCHASES OF SHARES	19	For		For	
SMITHS GROUP PLC	GB00B1WY2338	16-Nov-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	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-2023	Annual General Meeting	B1WY233 ,B1YYQ17 ,B1YZ472, BKSG2P8		06-Nov-2023	AUTHORITY TO MAKE POLITICAL DONATIONS AND EXPENDITURE	21	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Wesley G. Bush	1a.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Michael D. Capellas	1b.	Against	Voting against the Lead Independent Director due to a tenure of 17years bringing the independence of him into question. This in addition to combined CEO/Chair position brings the independence into question.	For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Mark Garrett	1c.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: John D. Harris II	1d.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Dr. Kristina M. Johnson	1e.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Sarah Rae Murphy	1f.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Charles H. Robbins	1g.	For		For	

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CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Daniel H. Schulman	1h.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Marianna Tessel	1i.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Approval of amendment and restatement of the 2005 Stock Incentive Plan.	2.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Approval, on an advisory basis, of executive compensation.	3.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Recommendation, on an advisory basis, on the frequency of executive compensation votes.	4.	1 Year		1 Year	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Ratification of PricewaterhouseCoopers LLP as Cisco's independent registered public accounting firm for fiscal 2024.	5.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Stockholder Proposal - Approval to have Cisco's Board issue a tax transparency report in consideration of the Global Reporting Initiative's Tax Standard.	6.	For	Voting for the proposal due to previous cases of tax evasion and fraud (no longer material cases)	Against	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Wesley G. Bush	1a.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Michael D. Capellas	1b.	Against	Voting against the Lead Independent Director due to a tenure of 17years bringing the independence of him into question. This in addition to combined CEO/Chair position brings the independence into question.	For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Mark Garrett	1c.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: John D. Harris II	1d.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Dr. Kristina M. Johnson	1e.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Sarah Rae Murphy	1f.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Charles H. Robbins	1g.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Daniel H. Schulman	1h.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Election of Director: Marianna Tessel	1i.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Approval of amendment and restatement of the 2005 Stock Incentive Plan.	2.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Approval, on an advisory basis, of executive compensation.	3.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Recommendation, on an advisory basis, on the frequency of executive compensation votes.	4.	1 Year		1 Year	

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CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Ratification of PricewaterhouseCoopers LLP as Cisco's independent registered public accounting firm for fiscal 2024.	5.	For		For	
CISCO SYSTEMS, INC.	US17275R1023	06-Dec-2023	Annual		CSCO	27-Nov-2023	Stockholder Proposal - Approval to have Cisco's Board issue a tax transparency report in consideration of the Global Reporting Initiative's Tax Standard.	6.	For	Voting for the proposal due to previous cases of tax evasion and fraud (no longer material cases)	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Reid G. Hoffman	1a.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Hugh F. Johnston	1b.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Teri L. List	1c.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Catherine MacGregor	1d.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Mark A. L. Mason	1e.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Satya Nadella	1f.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Sandra E. Peterson	1g.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Penny S. Pritzker	1h.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Carlos A. Rodriguez	1i.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Charles W. Scharf	1j.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: John W. Stanton	1k.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Emma N. Walmsley	1l.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote to Approve Named Executive Officer Compensation ("say-on-pay vote")	2.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote on the Frequency of Advisory Vote on Executive Compensation	3.	1 Year		1 Year	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2024.	4.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Gender-Based Compensation and Benefit Gaps	5.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risk from Omitting Ideology in EEO Policy	6.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Government Takedown Requests	7.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risks of Weapons Development	8.	Against		Against	

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MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Climate Risks to Retirement Plan Beneficiaries	9.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Tax Transparency	10.	For	Voting AGAINST management FOR the resolution given we also voted this way last year. Having tax transparency as per GRI is important	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Data Operations in Human Rights Hotspots	11.	For	Voting AGAINST management FOR the resolution given the importance of having transparency in supply chains particularly when it comes to human rights issues	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Mandate for Third-Party Political Reporting	12.	For	Voting AGAINST management FOR the resolution given how important Microsoft can be as a donor. Additionally, encouraging more transparency within the chain is a good thing	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on AI Misinformation and Disinformation	13.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Reid G. Hoffman	1a.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Hugh F. Johnston	1b.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Teri L. List	1c.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Catherine MacGregor	1d.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Mark A. L. Mason	1e.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Satya Nadella	1f.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Sandra E. Peterson	1g.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Penny S. Pritzker	1h.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Carlos A. Rodriguez	1i.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Charles W. Scharf	1j.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: John W. Stanton	1k.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Emma N. Walmsley	1l.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote to Approve Named Executive Officer Compensation ("say-on-pay vote")	2.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote on the Frequency of Advisory Vote on Executive Compensation	3.	1 Year		1 Year	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2024.	4.	For		For	

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MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Gender-Based Compensation and Benefit Gaps	5.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risk from Omitting Ideology in EEO Policy	6.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Government Takedown Requests	7.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risks of Weapons Development	8.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Climate Risks to Retirement Plan Beneficiaries	9.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Tax Transparency	10.	For	Voting AGAINST management FOR the resolution given we also voted this way last year. Having tax transparency as per GRI is important	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Data Operations in Human Rights Hotspots	11.	For	Voting AGAINST management FOR the resolution given the importance of having transparency in supply chains particularly when it comes to human rights issues	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Mandate for Third-Party Political Reporting	12.	For	Voting AGAINST management FOR the resolution given how important Microsoft can be as a donor. Additionally, encouraging more transparency within the chain is a good thing	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on AI Misinformation and Disinformation	13.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Reid G. Hoffman	1a.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Hugh F. Johnston	1b.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Teri L. List	1c.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Catherine MacGregor	1d.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Mark A. L. Mason	1e.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Satya Nadella	1f.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Sandra E. Peterson	1g.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Penny S. Pritzker	1h.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Carlos A. Rodriguez	1i.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Charles W. Scharf	1j.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: John W. Stanton	1k.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Emma N. Walmsley	1l.	For		For	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote to Approve Named Executive Officer Compensation ("say-on-pay vote")	2.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote on the Frequency of Advisory Vote on Executive Compensation	3.	1 Year		1 Year	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2024.	4.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Gender-Based Compensation and Benefit Gaps	5.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risk from Omitting Ideology in EEO Policy	6.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Government Takedown Requests	7.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risks of Weapons Development	8.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Climate Risks to Retirement Plan Beneficiaries	9.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Tax Transparency	10.	For	Voting AGAINST management FOR the resolution given we also voted this way last year. Having tax transparency as per GRI is important	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Data Operations in Human Rights Hotspots	11.	For	Voting AGAINST management FOR the resolution given the importance of having transparency in supply chains particularly when it comes to human rights issues	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Mandate for Third-Party Political Reporting	12.	For	Voting AGAINST management FOR the resolution given how important Microsoft can be as a donor. Additionally, encouraging more transparency within the chain is a good thing	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on AI Misinformation and Disinformation	13.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Reid G. Hoffman	1a.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Hugh F. Johnston	1b.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Teri L. List	1c.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Catherine MacGregor	1d.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Mark A. L. Mason	1e.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Satya Nadella	1f.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Sandra E. Peterson	1g.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Penny S. Pritzker	1h.	For		For	

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MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Carlos A. Rodriguez	1i.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Charles W. Scharf	1j.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: John W. Stanton	1k.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Emma N. Walmsley	1l.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote to Approve Named Executive Officer Compensation ("say-on-pay vote")	2.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote on the Frequency of Advisory Vote on Executive Compensation	3.	1 Year		1 Year	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2024.	4.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Gender-Based Compensation and Benefit Gaps	5.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risk from Omitting Ideology in EEO Policy	6.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Government Takedown Requests	7.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risks of Weapons Development	8.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Climate Risks to Retirement Plan Beneficiaries	9.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Tax Transparency	10.	For	Voting AGAINST management FOR the resolution given we also voted this way last year. Having tax transparency as per GRI is important	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Data Operations in Human Rights Hotspots	11.	For	Voting AGAINST management FOR the resolution given the importance of having transparency in supply chains particularly when it comes to human rights issues	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Mandate for Third-Party Political Reporting	12.	For	Voting AGAINST management FOR the resolution given how important Microsoft can be as a donor. Additionally, encouraging more transparency within the chain is a good thing	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on AI Misinformation and Disinformation	13.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Reid G. Hoffman	1a.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Hugh F. Johnston	1b.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Teri L. List	1c.	For		For	

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MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Catherine MacGregor	1d.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Mark A. L. Mason	1e.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Satya Nadella	1f.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Sandra E. Peterson	1g.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Penny S. Pritzker	1h.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Carlos A. Rodriguez	1i.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Charles W. Scharf	1j.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: John W. Stanton	1k.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Election of Director: Emma N. Walmsley	1l.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote to Approve Named Executive Officer Compensation ("say-on-pay vote")	2.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Advisory Vote on the Frequency of Advisory Vote on Executive Compensation	3.	1 Year		1 Year	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2024.	4.	For		For	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Gender-Based Compensation and Benefit Gaps	5.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risk from Omitting Ideology in EEO Policy	6.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Government Takedown Requests	7.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Risks of Weapons Development	8.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Climate Risks to Retirement Plan Beneficiaries	9.	Against		Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Tax Transparency	10.	For	Voting AGAINST management FOR the resolution given we also voted this way last year. Having tax transparency as per GRI is important	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on Data Operations in Human Rights Hotspots	11.	For	Voting AGAINST management FOR the resolution given the importance of having transparency in supply chains particularly when it comes to human rights issues	Against	

Company Name	ISIN	Meeting Date	Meeting Type	SEDOLs	Ticker Symbol	Vote Date	Proposal Long Text	Proposal Label	Recorded Vote	Vote Comments	Management Recommendation	Policy Text
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Mandate for Third-Party Political Reporting	12.	For	Voting AGAINST management FOR the resolution given how important Microsoft can be as a donor. Additionally, encouraging more transparency within the chain is a good thing	Against	
MICROSOFT CORPORATION	US5949181045	07-Dec-2023	Annual		MSFT	05-Dec-2023	Report on AI Misinformation and Disinformation	13.	Against		Against	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	TO RECEIVE THE AUDITED FINANCIAL STATEMENTS OF THE COMPANY	01	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	APPROVE THE FINAL DIVIDEND	02	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	APPROVE THE DIRECTORS REMUNERATION REPORT	03	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	APPROVE THE DIRECTORS REMUNERATION POLICY	04	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-APPOINTMENT OF PRICEWATERHOUSECOOPERS LLP AS AUDITOR	05	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	AUTHORISE THE DIRECTORS TO DETERMINE THE REMUNERATION OF THE AUDITOR	06	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT DEANNA OPPENHEIMER AS A DIRECTOR	07	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT DAN OLLEY AS A DIRECTOR	08	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT AMY STIRLING AS A DIRECTOR	09	For		For	

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HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT ROGER PERKIN AS A DIRECTOR	10	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT JOHN TROIANO AS A DIRECTOR	11	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT ANDREA BLANCE AS A DIRECTOR	12	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT MONI MANNINGS AS A DIRECTOR	13	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT ADRIAN COLLINS AS A DIRECTOR	14	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT PENNY JAMES AS A DIRECTOR	15	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	RE-ELECT DARREN POPE AS A DIRECTOR	16	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	ELECT MICHAEL MORLEY AS A DIRECTOR	17	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	AUTHORITY TO PURCHASE OWN SHARES	18	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	AUTHORITY TO ALLOT SHARES	19	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	AUTHORITY TO DIS-APPLY PRE-EMPTION RIGHTS	20	For		For	

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HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	APPROVE SHORT NOTICE FOR GENERAL MEETINGS	21	For		For	
HARGREAVES LANSDOWN PLC	GB00B1VZ0M25	08-Dec-2023	Annual General Meeting	B1VZ0M2 ,B1XLDF2, B6R2MM 6,BKSG2N 6		27-Nov-2023	APPROVE THE HARGREAVES LANSDOWN PERFORMANCE SHARE PLAN	22	For		For	