

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 31/12/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Voting Statistics

	Total	Percent
Votable Meetings	74	
Meetings Voted	73	98.65%
Meetings with One or More Votes Against Management	14	18.92%
Votable Ballots	100	
Ballots Voted	99	99.00%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	1234		58		1292	
Proposals Voted	1197	97.00%	54	93.10%	1251	96.83%
FOR Votes	1151	93.27%	21	36.21%	1172	90.71%
AGAINST Votes	27	2.19%	33	56.90%	60	4.64%
ABSTAIN Votes	1	0.08%	0	0.00%	1	0.08%
WITHHOLD Votes	1	0.08%	0	0.00%	1	0.08%
Votes WITH Management	1167	94.57%	33	56.90%	1200	92.88%
Votes AGAINST Management	30	2.43%	21	36.21%	51	3.95%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Diploma Plc

Meeting Date: 18/01/2023

Country: United Kingdom

Ticker: DPLM

Record Date: 16/01/2023

Meeting Type: Annual

Primary Security ID: G27664112

Shares Voted: 296,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect David Lowden as Director	Mgmt	For	For	For	No
4	Re-elect Johnny Thomson as Director	Mgmt	For	For	For	No
5	Elect Chris Davies as Director	Mgmt	For	For	For	No
6	Re-elect Andy Smith as Director	Mgmt	For	For	For	No
7	Re-elect Anne Thorburn as Director	Mgmt	For	For	For	No
8	Re-elect Geraldine Huse as Director	Mgmt	For	For	For	No

Diploma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Dean Finch as Director	Mgmt	For	For	For	No
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Amend 2020 Performance Share Plan	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Linde Plc

Meeting Date: 18/01/2023

Record Date: 16/01/2023

Primary Security ID: G5494J103

Country: Ireland

Meeting Type: Extraordinary Shareholders

Ticker: LIN

Shares Voted: 25,581

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No
2	Amend Articles of Association	Mgmt	For	For	For	No
3	Approve Common Draft Terms of Merger	Mgmt	For	For	For	No

Linde Plc

Meeting Date: 18/01/2023

Record Date: 16/01/2023

Primary Security ID: G5494J103

Country: Ireland

Meeting Type: Court

Ticker: LIN

Shares Voted: 25,581

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For	No

Meeting Date: 24/01/2023

Record Date: 25/11/2022

Primary Security ID: 92826C839

Country: USA

Meeting Type: Annual

Ticker: V

Shares Voted: 217,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For	No
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For	No
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For	No
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For	No
1e	Elect Director Ramon Laguarta	Mgmt	For	For	For	No
1f	Elect Director Teri L. List	Mgmt	For	For	For	No
1g	Elect Director John F. Lundgren	Mgmt	For	For	For	No
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For	No
1i	Elect Director Linda J. Rendle	Mgmt	For	For	For	No
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
5	Require Independent Board Chair	SH	Against	Against	Against	No

Meeting Date: 02/02/2023	Country: United Kingdom	Ticker: SGE
Record Date: 31/01/2023	Meeting Type: Annual	
Primary Security ID: G7771K142		

Shares Voted: 371,508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Maggie Jones as Director	Mgmt	For	For	For	No
5	Re-elect Andrew Duff as Director	Mgmt	For	For	For	No
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For	For	No
7	Re-elect John Bates as Director	Mgmt	For	For	For	No
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For	No
9	Re-elect Annette Court as Director	Mgmt	For	For	For	No
10	Re-elect Drummond Hall as Director	Mgmt	For	For	For	No
11	Re-elect Derek Harding as Director	Mgmt	For	For	For	No
12	Re-elect Steve Hare as Director	Mgmt	For	For	For	No
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For	No
18	Amend 2019 Restricted Share Plan	Mgmt	For	For	For	No
19	Approve Colleague Share Purchase Plan	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

The Sage Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Compass Group Plc

Meeting Date: 09/02/2023

Record Date: 07/02/2023

Primary Security ID: G23296208

Country: United Kingdom

Meeting Type: Annual

Ticker: CPG

Shares Voted: 1,211,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Ian Meakins as Director	Mgmt	For	For	For	No
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For	No
6	Re-elect Palmer Brown as Director	Mgmt	For	For	For	No
7	Re-elect Gary Green as Director	Mgmt	For	For	For	No
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	Abstain	Abstain	Yes
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For	No
10	Re-elect John Bryant as Director	Mgmt	For	For	For	No
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For	No
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For	No
13	Re-elect Sundar Raman as Director	Mgmt	For	For	For	No
14	Re-elect Nelson Silva as Director	Mgmt	For	For	For	No
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For	No

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For	No

Rio Tinto Plc

Meeting Date: 06/04/2023

Record Date: 04/04/2023

Primary Security ID: G75754104

Country: United Kingdom

Meeting Type: Annual

Ticker: RIO

Shares Voted: 287,524

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For	No
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For	No
4	Approve the Potential Termination of Benefits for Australian Law Purposes	Mgmt	For	For	For	No
5	Elect Kaisa Hietala as Director	Mgmt	For	For	For	No
6	Re-elect Dominic Barton as Director	Mgmt	For	For	For	No
7	Re-elect Megan Clark as Director	Mgmt	For	For	For	No
8	Re-elect Peter Cunningham as Director	Mgmt	For	For	For	No
9	Re-elect Simon Henry as Director	Mgmt	For	For	For	No

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For	No
11	Re-elect Simon McKeon as Director	Mgmt	For	For	For	No
12	Re-elect Jennifer Nason as Director	Mgmt	For	For	For	No
13	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For	No
14	Re-elect Ngaire Woods as Director	Mgmt	For	For	For	No
15	Re-elect Ben Wyatt as Director	Mgmt	For	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Moody's Corporation

Meeting Date: 18/04/2023

Record Date: 21/02/2023

Primary Security ID: 615369105

Country: USA

Meeting Type: Annual

Ticker: MCO

Shares Voted: 21,638

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jorge A. Bermudez	Mgmt	For	For	For	No
1b	Elect Director Therese Esperdy	Mgmt	For	For	For	No
1c	Elect Director Robert Fauber	Mgmt	For	For	For	No
1d	Elect Director Vincent A. Forlenza	Mgmt	For	For	For	No
1e	Elect Director Kathryn M. Hill	Mgmt	For	For	For	No
1f	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For	No

Moody's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1g	Elect Director Jose M. Minaya	Mgmt	For	For	For	No
1h	Elect Director Leslie F. Seidman	Mgmt	For	For	For	No
1i	Elect Director Zig Serafin	Mgmt	For	For	For	No
1j	Elect Director Bruce Van Saun	Mgmt	For	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

British American Tobacco plc

Meeting Date: 19/04/2023

Record Date: 17/04/2023

Primary Security ID: G1510J102

Country: United Kingdom

Meeting Type: Annual

Ticker: BATS

Shares Voted: 698,799

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Re-elect Luc Jobin as Director	Mgmt	For	For	For	No
6	Re-elect Jack Bowles as Director	Mgmt	For	For	For	No
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For	No
8	Re-elect Kandy Anand as Director	Mgmt	For	For	For	No
9	Re-elect Sue Farr as Director	Mgmt	For	For	For	No
10	Re-elect Karen Guerra as Director	Mgmt	For	For	For	No
11	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For	No
12	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For	For	No



British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Re-elect Darrell Thomas as Director	Mgmt	For	For	For	No
14	Elect Veronique Laury as Director	Mgmt	For	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	For	No

Primary Health Properties Plc

Meeting Date: 19/04/2023

Country: United Kingdom

Ticker: PHP

Record Date: 17/04/2023

Meeting Type: Annual

Primary Security ID: G7240B186

Shares Voted: 9,011,758						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve the Company's Dividend Policy	Mgmt	For	For	For	No
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Re-elect Steven Owen as Director	Mgmt	For	For	For	No
7	Re-elect Harry Hyman as Director	Mgmt	For	For	For	No
8	Re-elect Richard Howell as Director	Mgmt	For	For	For	No
9	Re-elect Laure Duhot as Director	Mgmt	For	For	For	No
10	Re-elect Ian Krieger as Director	Mgmt	For	For	For	No
11	Re-elect Ivonne Cantu as Director	Mgmt	For	For	For	No

Primary Health Properties Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Adobe Inc.

Meeting Date: 20/04/2023	Country: USA	Ticker: ADBE
Record Date: 21/02/2023	Meeting Type: Annual	
Primary Security ID: 00724F101		

Shares Voted: 62,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Amy Banse	Mgmt	For	For	For	No
1b	Elect Director Brett Biggs	Mgmt	For	For	For	No
1c	Elect Director Melanie Boulden	Mgmt	For	For	For	No
1d	Elect Director Frank Calderoni	Mgmt	For	For	For	No
1e	Elect Director Laura Desmond	Mgmt	For	For	For	No
1f	Elect Director Shantanu Narayen	Mgmt	For	For	For	No
1g	Elect Director Spencer Neumann	Mgmt	For	For	For	No
1h	Elect Director Kathleen Oberg	Mgmt	For	For	For	No
1i	Elect Director Dheeraj Pandey	Mgmt	For	For	For	No
1j	Elect Director David Ricks	Mgmt	For	For	For	No
1k	Elect Director Daniel Rosensweig	Mgmt	For	For	For	No
1l	Elect Director John Warnock	Mgmt	For	For	For	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against	No

Haleon Plc

Meeting Date: 20/04/2023	Country: United Kingdom	Ticker: HLN
Record Date: 18/04/2023	Meeting Type: Annual	
Primary Security ID: G4232K100		

Shares Voted: 3,665,872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Sir Dave Lewis as Director	Mgmt	For	For	For	No
6	Elect Brian McNamara as Director	Mgmt	For	For	For	No
7	Elect Tobias Hestler as Director	Mgmt	For	For	For	No
8	Elect Vindi Banga as Director	Mgmt	For	For	For	No
9	Elect Marie-Anne Aymerich as Director	Mgmt	For	For	For	No
10	Elect Tracy Clarke as Director	Mgmt	For	For	For	No
11	Elect Dame Vivienne Cox as Director	Mgmt	For	For	For	No
12	Elect Asmita Dubey as Director	Mgmt	For	For	For	No
13	Elect Deirdre Mahlan as Director	Mgmt	For	For	For	No
14	Elect David Denton as Director	Mgmt	For	For	For	No
15	Elect Bryan Supran as Director	Mgmt	For	For	For	No
16	Appoint KPMG LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Haleon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
23	Approve Performance Share Plan	Mgmt	For	For	For	No
24	Approve Share Value Plan	Mgmt	For	For	For	No
25	Approve Deferred Annual Bonus Plan	Mgmt	For	For	For	No
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
27	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	Mgmt	For	For	For	No
28	Authorise Off-Market Purchase of Ordinary Shares from GSK Shareholders	Mgmt	For	For	For	No
29	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For	No

Heineken Holding NV

Meeting Date: 20/04/2023

Record Date: 23/03/2023

Primary Security ID: N39338194

Country: Netherlands

Meeting Type: Annual

Ticker: HEIO

Shares Voted: 301,824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Receive Board Report (Non-Voting)	Mgmt				
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Adopt Financial Statements	Mgmt	For	For	For	No
4	Announcement of the Appropriation of the Balance of the Income Statement Pursuant to the Provisions in Article 10, Paragraph 6, of the Articles of Association	Mgmt				

Heineken Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Discharge of Directors	Mgmt	For	For	For	No
6.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
6.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
6.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
7.a	Reelect C.L. de Carvalho-Heineken as Executive Director	Mgmt	For	Against	Against	Yes
7.b	Reelect M.R. de Carvalho as Executive Director	Mgmt	For	Against	Against	Yes
7.c	Reelect C.M. Kwist as Non-Executive Director	Mgmt	For	Against	Against	Yes
8	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For	No

RELX Plc

Meeting Date: 20/04/2023

Record Date: 18/04/2023

Primary Security ID: G7493L105

Country: United Kingdom

Meeting Type: Annual

Ticker: REL

Shares Voted: 1,050,390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Elect Alistair Cox as Director	Mgmt	For	For	For	No
8	Re-elect Paul Walker as Director	Mgmt	For	For	For	No
9	Re-elect June Felix as Director	Mgmt	For	For	For	No
10	Re-elect Erik Engstrom as Director	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For	No
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For	No
13	Re-elect Nick Luff as Director	Mgmt	For	For	For	No
14	Re-elect Robert MacLeod as Director	Mgmt	For	For	For	No
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For	No
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	For	No
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
18	Approve Executive Share Ownership Scheme	Mgmt	For	For	For	No
19	Approve Sharesave Plan	Mgmt	For	For	For	No
20	Approve Employee Share Purchase Plan	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

West Pharmaceutical Services, Inc.

Meeting Date: 25/04/2023	Country: USA	Ticker: WST
Record Date: 03/03/2023	Meeting Type: Annual	
Primary Security ID: 955306105		

Shares Voted: 71,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Mark A. Buthman	Mgmt	For	For	For	No
1b	Elect Director William F. Feehery	Mgmt	For	For	For	No
1c	Elect Director Robert F. Friel	Mgmt	For	For	For	No
1d	Elect Director Eric M. Green	Mgmt	For	For	For	No

West Pharmaceutical Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1e	Elect Director Thomas W. Hofmann	Mgmt	For	For	For	No
1f	Elect Director Molly E. Joseph	Mgmt	For	For	For	No
1g	Elect Director Deborah L. V. Keller	Mgmt	For	For	For	No
1h	Elect Director Myla P. Lai-Goldman	Mgmt	For	For	For	No
1i	Elect Director Stephen H. Lockhart	Mgmt	For	For	For	No
1j	Elect Director Douglas A. Michels	Mgmt	For	For	For	No
1k	Elect Director Paolo Pucci	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Amend Bylaws	SH	Against	Against	Against	No

Aptiv PLC

Meeting Date: 26/04/2023Country: JerseyTicker: APTV

Record Date: 02/03/2023Meeting Type: Annual

Primary Security ID: G6095L109

Shares Voted: 136,578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Kevin P. Clark	Mgmt	For	For	For	No
1b	Elect Director Richard L. (Rick) Clemmer	Mgmt	For	For	For	No
1c	Elect Director Nancy E. Cooper	Mgmt	For	For	For	No
1d	Elect Director Joseph L. (Jay) Hooley	Mgmt	For	For	For	No
1e	Elect Director Merit E. Janow	Mgmt	For	For	For	No
1f	Elect Director Sean O. Mahoney	Mgmt	For	For	For	No
1g	Elect Director Paul M. Meister	Mgmt	For	For	For	No
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For	No
1i	Elect Director Colin J. Parris	Mgmt	For	For	For	No
1j	Elect Director Ana G. Pinczuk	Mgmt	For	For	For	No

Aptiv PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Croda International Plc

**Meeting Date:** 26/04/2023

**Country:** United Kingdom

**Ticker:** CRDA

**Record Date:** 24/04/2023

**Meeting Type:** Annual

**Primary Security ID:** G25536155

Shares Voted: 109,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Louisa Burdett as Director	Mgmt	For	For	For	No
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For	No
7	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For	No
8	Re-elect Steve Foots as Director	Mgmt	For	For	For	No
9	Re-elect Anita Frew as Director	Mgmt	For	For	For	No
10	Re-elect Julie Kim as Director	Mgmt	For	For	For	No
11	Re-elect Keith Layden as Director	Mgmt	For	For	For	No
12	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For	No
13	Re-elect John Ramsay as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No



Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
22	Approve Sharesave Scheme	Mgmt	For	For	For	No
23	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For	No

Lancashire Holdings Ltd.

Meeting Date: 26/04/2023

Record Date: 31/03/2023

Primary Security ID: G5361W104

Country: Bermuda

Meeting Type: Annual

Ticker: LRE

Shares Voted: 1,160,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Peter Clarke as Director	Mgmt	For	For	For	No
6	Re-elect Michael Dawson as Director	Mgmt	For	For	For	No
7	Elect Jack Gressier as Director	Mgmt	For	For	For	No
8	Re-elect Natalie Kershaw as Director	Mgmt	For	For	For	No
9	Re-elect Robert Lusardi as Director	Mgmt	For	For	For	No
10	Re-elect Alex Maloney as Director	Mgmt	For	For	For	No
11	Re-elect Irene McDermott Brown as Director	Mgmt	For	For	For	No
12	Re-elect Sally Williams as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No

Lancashire Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Authorise Board to Fix Remuneration of the Auditors	Mgmt	For	For	For	No
15	Amend Bye-laws	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Common Shares	Mgmt	For	For	For	No

Persimmon Plc

Meeting Date: 26/04/2023Country: United KingdomTicker: PSN

Record Date: 24/04/2023Meeting Type: Annual

Primary Security ID: G70202109

Shares Voted: 165,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Re-elect Roger Devlin as Director	Mgmt	For	For	For	No
6	Re-elect Dean Finch as Director	Mgmt	For	For	For	No
7	Elect Jason Windsor as Director	Mgmt	For	For	For	No
8	Re-elect Nigel Mills as Director	Mgmt	For	For	For	No
9	Re-elect Annemarie Durbin as Director	Mgmt	For	For	For	No
10	Re-elect Andrew Wyllie as Director	Mgmt	For	For	For	No
11	Re-elect Shirine Khoury-Haq as Director	Mgmt	For	For	For	No
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Persimmon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

AstraZeneca Plc

Meeting Date: 27/04/2023

Record Date: 25/04/2023

Primary Security ID: G0593M107

Country: United Kingdom

Meeting Type: Annual

Ticker: AZN

Shares Voted: 260,997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Dividends	Mgmt	For	For	For	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For	No
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For	No
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For	No
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For	No
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For	No
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For	No
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For	No
5h	Re-elect Sheri McCoy as Director	Mgmt	For	For	For	No

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5i	Re-elect Tony Mok as Director	Mgmt	For	For	For	No
5j	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For	No
5k	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For	No
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
13	Adopt New Articles of Association	Mgmt	For	For	For	No

BP Plc

Meeting Date: 27/04/2023

Record Date: 25/04/2023

Primary Security ID: G12793108

Country: United Kingdom

Meeting Type: Annual

Ticker: BP

Shares Voted: 4,153,049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Re-elect Helge Lund as Director	Mgmt	For	For	For	No
5	Re-elect Bernard Looney as Director	Mgmt	For	For	For	No
6	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Paula Reynolds as Director	Mgmt	For	For	For	No
8	Re-elect Melody Meyer as Director	Mgmt	For	For	For	No
9	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For	No
10	Re-elect Sir John Sawers as Director	Mgmt	For	For	For	No
11	Re-elect Pamela Daley as Director	Mgmt	For	For	For	No
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For	No
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For	For	No
14	Elect Amanda Blanc as Director	Mgmt	For	For	For	No
15	Elect Satish Pai as Director	Mgmt	For	For	For	No
16	Elect Hina Nagarajan as Director	Mgmt	For	For	For	No
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
25	Shareholder Proposal	Mgmt				
	Approve Shareholder Resolution on Climate Change Targets	SH	Against	Against	Against	No

London Stock Exchange Group Plc

Meeting Date: 27/04/2023	Country: United Kingdom	Ticker: LSEG
Record Date: 25/04/2023	Meeting Type: Annual	
Primary Security ID: G5689U103		

Shares Voted: 367,292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For	No
6	Re-elect Martin Brand as Director	Mgmt	For	For	For	No
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For	No
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For	No
9	Re-elect Cressida Hogg as Director	Mgmt	For	For	For	No
10	Re-elect Anna Manz as Director	Mgmt	For	For	For	No
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For	No
12	Re-elect Don Robert as Director	Mgmt	For	For	For	No
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For	No
14	Re-elect Douglas Steenland as Director	Mgmt	For	For	For	No
15	Re-elect Ashok Vaswani as Director	Mgmt	For	For	For	No
16	Elect Scott Guthrie as Director	Mgmt	For	For	For	No
17	Elect William Vereker as Director	Mgmt	For	For	For	No
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
25	Authorise Off-Market Purchase of Shares from ConsortiumShareholders	Mgmt	For	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Schroders Plc

Meeting Date: 27/04/2023Country: United KingdomTicker: SDR

Record Date: 25/04/2023Meeting Type: Annual

Primary Security ID: G78602144

Shares Voted: 1,983,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For	No
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For	No
7	Re-elect Peter Harrison as Director	Mgmt	For	For	For	No
8	Re-elect Richard Keers as Director	Mgmt	For	For	For	No
9	Re-elect Ian King as Director	Mgmt	For	For	For	No
10	Re-elect Rhian Davies as Director	Mgmt	For	For	For	No
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For	No
12	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For	No
13	Re-elect Matthew Westerman as Director	Mgmt	For	For	For	No
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For	No
15	Re-elect Leonie Schroder as Director	Mgmt	For	For	For	No
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

GSK Plc

**Meeting Date:** 03/05/2023

**Country:** United Kingdom

**Ticker:** GSK

**Record Date:** 28/04/2023

**Meeting Type:** Annual

**Primary Security ID:** G3910J179

Shares Voted: 314,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Julie Brown as Director	Mgmt	For	For	For	No
4	Elect Vishal Sikka as Director	Mgmt	For	For	For	No
5	Elect Elizabeth McKee Anderson as Director	Mgmt	For	For	For	No
6	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For	No
7	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For	No
8	Re-elect Charles Bancroft as Director	Mgmt	For	For	For	No
9	Re-elect Hal Barron as Director	Mgmt	For	For	For	No
10	Re-elect Anne Beal as Director	Mgmt	For	For	For	No
11	Re-elect Harry Dietz as Director	Mgmt	For	For	For	No
12	Re-elect Jesse Goodman as Director	Mgmt	For	For	For	No
13	Re-elect Urs Rohner as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Approve Amendments to the Remuneration Policy	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Tritax Big Box REIT Plc

Meeting Date: 03/05/2023

Record Date: 28/04/2023

Primary Security ID: G9101W101

Country: United Kingdom

Meeting Type: Annual

Ticker: BBOX

Shares Voted: 3,323,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Aubrey Adams as Director	Mgmt	For	For	For	No
4	Re-elect Richard Laing as Director	Mgmt	For	For	For	No
5	Re-elect Alastair Hughes as Director	Mgmt	For	For	For	No
6	Re-elect Karen Whitworth as Director	Mgmt	For	For	For	No
7	Re-elect Wu Gang as Director	Mgmt	For	For	For	No
8	Re-elect Elizabeth Brown as Director	Mgmt	For	For	For	No
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For	No
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
11	Approve Dividend Policy	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No

Tritax Big Box REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
17	Approve Cancellation of the Share Premium Account	Mgmt	For	For	For	No

Unilever Plc

Meeting Date: 03/05/2023

Record Date: 01/05/2023

Primary Security ID: G92087165

Country: United Kingdom

Meeting Type: Annual

Ticker: ULVR

Shares Voted: 467,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	Against	For	No
3	Re-elect Nils Andersen as Director	Mgmt	For	For	For	No
4	Re-elect Judith Hartmann as Director	Mgmt	For	For	For	No
5	Re-elect Adrian Hennah as Director	Mgmt	For	For	For	No
6	Re-elect Alan Jope as Director	Mgmt	For	For	For	No
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For	No
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For	No
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For	No
10	Re-elect Strive Masiyiwa as Director	Mgmt	For	For	For	No
11	Re-elect Youngme Moon as Director	Mgmt	For	For	For	No
12	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For	No
13	Re-elect Feike Sijbesma as Director	Mgmt	For	For	For	No
14	Elect Nelson Peltz as Director	Mgmt	For	For	For	No

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Elect Hein Schumacher as Director	Mgmt	For	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Phoenix Group Holdings Plc

Meeting Date: 04/05/2023

Record Date: 02/05/2023

Primary Security ID: G7S8MZ109

Country: United Kingdom

Meeting Type: Annual

Ticker: PHNX

Shares Voted: 679,171

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Alastair Barbour as Director	Mgmt	For	For	For	No
6	Re-elect Andy Briggs as Director	Mgmt	For	For	For	No
7	Elect Stephanie Bruce as Director	Mgmt	For	For	For	No
8	Re-elect Karen Green as Director	Mgmt	For	For	For	No
9	Elect Mark Gregory as Director	Mgmt	For	For	For	No
10	Re-elect Hiroyuki Iioka as Director	Mgmt	For	For	For	No

Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Katie Murray as Director	Mgmt	For	For	For	No
12	Re-elect John Pollock as Director	Mgmt	For	For	For	No
13	Re-elect Belinda Richards as Director	Mgmt	For	For	For	No
14	Elect Maggie Semple as Director	Mgmt	For	For	For	No
15	Re-elect Nicholas Shott as Director	Mgmt	For	For	For	No
16	Re-elect Kory Sorenson as Director	Mgmt	For	For	For	No
17	Re-elect Rakesh Thakrar as Director	Mgmt	For	For	For	No
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

HSBC Holdings Plc

Meeting Date: 05/05/2023

Record Date: 04/05/2023

Primary Security ID: G4634U169

Country: United Kingdom

Meeting Type: Annual

Ticker: HSBA

Shares Voted: 3,568,878						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3a	Elect Geraldine Buckingham as Director	Mgmt	For	For	For	No
3b	Elect Georges Elhedery as Director	Mgmt	For	For	For	No
3c	Elect Kalpana Morparia as Director	Mgmt	For	For	For	No
3d	Re-elect Rachel Duan as Director	Mgmt	For	For	For	No
3e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For	No
3f	Re-elect James Forese as Director	Mgmt	For	For	For	No
3g	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For	No
3h	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For	No
3i	Re-elect Eileen Murray as Director	Mgmt	For	For	For	No
3j	Re-elect David Nish as Director	Mgmt	For	For	For	No
3k	Re-elect Noel Quinn as Director	Mgmt	For	For	For	No
3l	Re-elect Mark Tucker as Director	Mgmt	For	For	For	No
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Approve Share Repurchase Contract	Mgmt	For	For	For	No
13	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For	No

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
	Shareholder Proposals	Mgmt				
16	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	SH	Against	Against	Against	No
17	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	SH	Against	Against	Against	No
18	Devise and Implement a Long-Term and Stable Dividend Policy	SH	Against	Against	Against	No

Teleflex Incorporated

Meeting Date: 05/05/2023

Record Date: 03/03/2023

Primary Security ID: 879369106

Country: USA

Meeting Type: Annual

Ticker: TFX

Shares Voted: 90,783						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For	No
1b	Elect Director Liam J. Kelly	Mgmt	For	For	For	No
1c	Elect Director Jaewon Ryu	Mgmt	For	For	For	No
2	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
3	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Teleflex Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For	Yes

Rentokil Initial Plc

**Meeting Date:** 10/05/2023

**Country:** United Kingdom

**Ticker:** RTO

**Record Date:** 05/05/2023

**Meeting Type:** Annual

**Primary Security ID:** G7494G105

Shares Voted: 1,747,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Restricted Share Plan	Mgmt	For	For	For	No
4	Approve Deferred Bonus Plan	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Elect David Frear as Director	Mgmt	For	For	For	No
7	Elect Sally Johnson as Director	Mgmt	For	For	For	No
8	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For	No
9	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For	No
10	Re-elect John Pettigrew as Director	Mgmt	For	For	For	No
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For	No
12	Re-elect Richard Solomons as Director	Mgmt	For	For	For	No
13	Re-elect Cathy Turner as Director	Mgmt	For	For	For	No
14	Re-elect Linda Yueh as Director	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	For	No

Zebra Technologies Corporation

Meeting Date: 11/05/2023Country: USATicker: ZBRA

Record Date: 17/03/2023Meeting Type: Annual

Primary Security ID: 989207105

Shares Voted: 33,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director William J. Burns	Mgmt	For	For	For	No
1b	Elect Director Linda M. Connly	Mgmt	For	For	For	No
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For	No
1d	Elect Director Janice M. Roberts	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

CryoPort, Inc.

Meeting Date: 12/05/2023Country: USATicker: CYRX

Record Date: 15/03/2023Meeting Type: Annual

Primary Security ID: 229050307

Shares Voted: 742,860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Linda Baddour	Mgmt	For	For	For	No



CryoPort, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Richard Berman	Mgmt	For	For	For	No
1.3	Elect Director Daniel M. Hancock	Mgmt	For	For	For	No
1.4	Elect Director Robert Hariri	Mgmt	For	For	For	No
1.5	Elect Director Ram M. Jagannath	Mgmt	For	For	For	No
1.6	Elect Director Ramkumar Mandalam	Mgmt	For	For	For	No
1.7	Elect Director Jerrell W. Shelton	Mgmt	For	For	For	No
1.8	Elect Director Edward J. Zecchini	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Vulcan Materials Company

Meeting Date: 12/05/2023Country: USATicker: VMC

Record Date: 15/03/2023Meeting Type: Annual

Primary Security ID: 929160109

Shares Voted: 127,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Melissa H. Anderson	Mgmt	For	For	For	No
1b	Elect Director O. B. Grayson Hall, Jr.	Mgmt	For	For	For	No
1c	Elect Director Lydia H. Kennard	Mgmt	For	For	For	No
1d	Elect Director James T. Prokopanko	Mgmt	For	For	For	No
1e	Elect Director George Willis	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No

Fiserv, Inc.

Meeting Date: 17/05/2023

Record Date: 20/03/2023

Primary Security ID: 337738108

Country: USA

Meeting Type: Annual

Ticker: FISV

Shares Voted: 318,111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For	No
1.2	Elect Director Henrique de Castro	Mgmt	For	For	For	No
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For	No
1.4	Elect Director Dylan G. Haggart	Mgmt	For	For	For	No
1.5	Elect Director Wafaa Mamilli	Mgmt	For	For	For	No
1.6	Elect Director Heidi G. Miller	Mgmt	For	For	For	No
1.7	Elect Director Doyle R. Simons	Mgmt	For	For	For	No
1.8	Elect Director Kevin M. Warren	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
5	Require Independent Board Chairman	SH	Against	Against	Against	No

Greggs Plc

Meeting Date: 17/05/2023

Record Date: 15/05/2023

Primary Security ID: G41076111

Country: United Kingdom

Meeting Type: Annual

Ticker: GRG

Shares Voted: 104,669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Matt Davies as Director	Mgmt	For	For	For	No

Greggs Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Re-elect Roisin Currie as Director	Mgmt	For	For	For	No
7	Re-elect Richard Hutton as Director	Mgmt	For	For	For	No
8	Re-elect Kate Ferry as Director	Mgmt	For	For	For	No
9	Re-elect Mohamed Elsarky as Director	Mgmt	For	For	For	No
10	Elect Lynne Weedall as Director	Mgmt	For	For	For	No
11	Elect Nigel Mills as Director	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Amend Performance Share Plan	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Tencent Holdings Limited

Meeting Date: 17/05/2023Country: Cayman IslandsTicker: 700

Record Date: 11/05/2023Meeting Type: Annual

Primary Security ID: G87572163

Shares Voted: 268,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Jacobus Petrus (Koos) Bekker as Director	Mgmt	For	For	For	No
3b	Elect Zhang Xiulan as Director	Mgmt	For	For	For	No
3c	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No

Tencent Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Tencent Holdings Limited

Meeting Date: 17/05/2023	Country: Cayman Islands	Ticker: 700
Record Date: 11/05/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: G87572163		

Shares Voted: 268,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Adopt 2023 Share Option Scheme	Mgmt	For	Against	Against	Yes
1b	Approve Transfer of Share Options	Mgmt	For	Against	Against	Yes
1c	Approve Termination of the Existing Share Option Scheme	Mgmt	For	Against	Against	Yes
2	Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Mgmt	For	Against	Against	Yes
3	Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Mgmt	For	Against	Against	Yes
4a	Adopt 2023 Share Award Scheme	Mgmt	For	Against	Against	Yes
4b	Approve Transfer of Share Awards	Mgmt	For	Against	Against	Yes
4c	Approve Termination of the Existing Share Award Schemes	Mgmt	For	Against	Against	Yes
5	Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against	Yes
6	Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against	Yes
7	Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Mgmt	For	Against	Against	Yes

## Amphenol Corporation

Meeting Date: 18/05/2023

Record Date: 20/03/2023

Primary Security ID: 032095101

Country: USA

Meeting Type: Annual

Ticker: APH

Shares Voted: 130,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For	No
1.2	Elect Director David P. Falck	Mgmt	For	For	For	No
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For	For	No
1.4	Elect Director Rita S. Lane	Mgmt	For	For	For	No
1.5	Elect Director Robert A. Livingston	Mgmt	For	For	For	No
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For	For	No
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For	For	No
1.8	Elect Director Prahlad Singh	Mgmt	For	For	For	No
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Report on Political Contributions and Expenditures	SH	Against	For	For	Yes

## Legal & General Group Plc

Meeting Date: 18/05/2023

Record Date: 16/05/2023

Primary Security ID: G54404127

Country: United Kingdom

Meeting Type: Annual

Ticker: LGEN

Shares Voted: 1,823,109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Climate Transition Plan	Mgmt	For	For	For	No
4	Elect Carolyn Johnson as Director	Mgmt	For	For	For	No

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Elect Tushar Morzaria as Director	Mgmt	For	For	For	No
6	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For	No
7	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For	No
8	Re-elect Philip Broadley as Director	Mgmt	For	For	For	No
9	Re-elect Jeff Davies as Director	Mgmt	For	For	For	No
10	Re-elect Sir John Kingman as Director	Mgmt	For	For	For	No
11	Re-elect Lesley Knox as Director	Mgmt	For	For	For	No
12	Re-elect George Lewis as Director	Mgmt	For	For	For	No
13	Re-elect Ric Lewis as Director	Mgmt	For	For	For	No
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For	No
15	Re-elect Sir Nigel Wilson as Director	Mgmt	For	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Approve Remuneration Policy	Mgmt	For	For	For	No
19	Approve Remuneration Report	Mgmt	For	For	For	No
20	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For	No
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For	No

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Lloyds Banking Group Plc

**Meeting Date:** 18/05/2023

**Country:** United Kingdom

**Ticker:** LLOY

**Record Date:** 16/05/2023

**Meeting Type:** Annual

**Primary Security ID:** G5533W248

Shares Voted: 10,181,315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Cathy Turner as Director	Mgmt	For	For	For	No
3	Elect Scott Wheway as Director	Mgmt	For	For	For	No
4	Re-elect Robin Budenberg as Director	Mgmt	For	For	For	No
5	Re-elect Charlie Nunn as Director	Mgmt	For	For	For	No
6	Re-elect William Chalmers as Director	Mgmt	For	For	For	No
7	Re-elect Alan Dickinson as Director	Mgmt	For	For	For	No
8	Re-elect Sarah Legg as Director	Mgmt	For	For	For	No
9	Re-elect Lord Lupton as Director	Mgmt	For	For	For	No
10	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For	No
11	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For	No
12	Re-elect Catherine Woods as Director	Mgmt	For	For	For	No
13	Approve Remuneration Policy	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Approve Final Dividend	Mgmt	For	For	For	No
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No
21	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For	No
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For	No
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Next Plc

Meeting Date: 18/05/2023

Record Date: 16/05/2023

Primary Security ID: G6500M106

Country: United Kingdom

Meeting Type: Annual

Ticker: NXT

Shares Voted: 194,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Jeremy Stakol as Director	Mgmt	For	For	For	No
6	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For	No
7	Re-elect Soumen Das as Director	Mgmt	For	For	For	No



Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Tom Hall as Director	Mgmt	For	For	For	No
9	Re-elect Tristia Harrison as Director	Mgmt	For	For	For	No
10	Re-elect Amanda James as Director	Mgmt	For	For	For	No
11	Re-elect Richard Papp as Director	Mgmt	For	For	For	No
12	Re-elect Michael Roney as Director	Mgmt	For	For	For	No
13	Re-elect Jane Shields as Director	Mgmt	For	For	For	No
14	Re-elect Dame Dianne Thompson as Director	Mgmt	For	For	For	No
15	Re-elect Lord Wolfson as Director	Mgmt	For	For	For	No
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

The Charles Schwab Corporation

Meeting Date: 18/05/2023

Record Date: 20/03/2023

Primary Security ID: 808513105

Country: USA

Meeting Type: Annual

Ticker: SCHW

Shares Voted: 460,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For	No

The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1b	Elect Director Frank C. Herrerger	Mgmt	For	For	For	No
1c	Elect Director Gerri K. Martin-Flickinger	Mgmt	For	For	For	No
1d	Elect Director Todd M. Ricketts	Mgmt	For	For	For	No
1e	Elect Director Carolyn Schwab-Pomerantz	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Report on Gender/Racial Pay Gap	SH	Against	For	For	Yes
6	Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against	No

Shell Plc

Meeting Date: 23/05/2023	Country: United Kingdom	Ticker: SHEL
Record Date: 19/05/2023	Meeting Type: Annual	
Primary Security ID: G80827101		

Shares Voted: 1,232,124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Wael Sawan as Director	Mgmt	For	For	For	No
5	Elect Cyrus Taraporevala as Director	Mgmt	For	For	For	No
6	Elect Sir Charles Roxburgh as Director	Mgmt	For	For	For	No
7	Elect Leena Srivastava as Director	Mgmt	For	For	For	No
8	Re-elect Sinead Gorman as Director	Mgmt	For	For	For	No
9	Re-elect Dick Boer as Director	Mgmt	For	For	For	No

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Neil Carson as Director	Mgmt	For	For	For	No
11	Re-elect Ann Godbehere as Director	Mgmt	For	For	For	No
12	Re-elect Jane Lute as Director	Mgmt	For	For	For	No
13	Re-elect Catherine Hughes as Director	Mgmt	For	For	For	No
14	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For	No
15	Re-elect Abraham Schot as Director	Mgmt	For	For	For	No
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	For	No
24	Approve Share Plan	Mgmt	For	For	For	No
25	Approve the Shell Energy Transition Progress	Mgmt	For	For	For	No
26	Shareholder Proposal	Mgmt				
	Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	Against	Against	No

Amazon.com, Inc.

Meeting Date: 24/05/2023	Country: USA	Ticker: AMZN
Record Date: 30/03/2023	Meeting Type: Annual	
Primary Security ID: 023135106		

Shares Voted: 76,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For	No
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For	No
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For	No
1d	Elect Director Edith W. Cooper	Mgmt	For	Against	Against	Yes
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For	No
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Against	Against	Yes
1g	Elect Director Judith A. McGrath	Mgmt	For	Against	Against	Yes
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For	No
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For	No
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For	No
1k	Elect Director Wendell P. Weeks	Mgmt	For	For	For	No
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Yes
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against	No
7	Report on Customer Due Diligence	SH	Against	For	For	Yes
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	Against	Against	No
9	Report on Government Take Down Requests	SH	Against	Against	Against	No
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For	Yes
11	Publish a Tax Transparency Report	SH	Against	Against	Against	No
12	Report on Climate Lobbying	SH	Against	For	For	Yes
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For	Yes

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against	Against	No
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against	No
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For	Yes
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against	No
18	Report on Animal Welfare Standards	SH	Against	Against	Against	No
19	Establish a Public Policy Committee	SH	Against	Against	Against	No
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	For	Yes
21	Commission a Third Party Audit on Working Conditions	SH	Against	For	For	Yes
22	Report on Efforts to Reduce Plastic Use	SH	Against	For	For	Yes
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For	Yes

GXO Logistics, Inc.

Meeting Date: 24/05/2023

Record Date: 13/04/2023

Primary Security ID: 36262G101

Country: USA

Meeting Type: Annual

Ticker: GXO

Shares Voted: 382,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Clare Chatfield	Mgmt	For	For	For	No
1.2	Elect Director Joli L. Gross	Mgmt	For	For	For	No
1.3	Elect Director Jason D. Papastavrou	Mgmt	For	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Shares Voted: 118,594

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Colm Deasy as Director	Mgmt	For	For	For	No
5	Elect Jez Maiden as Director	Mgmt	For	For	For	No
6	Elect Kawal Preet as Director	Mgmt	For	For	For	No
7	Re-elect Andrew Martin as Director	Mgmt	For	For	For	No
8	Re-elect Andre Lacroix as Director	Mgmt	For	For	For	No
9	Re-elect Graham Allan as Director	Mgmt	For	For	For	No
10	Re-elect Gurnek Bains as Director	Mgmt	For	For	For	No
11	Re-elect Lynda Clarizio as Director	Mgmt	For	For	For	No
12	Re-elect Tamara Ingram as Director	Mgmt	For	For	For	No
13	Re-elect Gill Rider as Director	Mgmt	For	For	For	No
14	Re-elect Jean-Michel Valette as Director	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

TriNet Group, Inc.

Meeting Date: 25/05/2023	Country: USA	Ticker: TNET
Record Date: 28/03/2023	Meeting Type: Annual	
Primary Security ID: 896288107		

Shares Voted: 158,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For	No
1.2	Elect Director Burton M. Goldfield	Mgmt	For	For	For	No
1.3	Elect Director David C. Hodgson	Mgmt	For	For	For	No
1.4	Elect Director Jacqueline Kosecoff	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For	No

Alphabet Inc.

Meeting Date: 02/06/2023	Country: USA	Ticker: GOOGL
Record Date: 04/04/2023	Meeting Type: Annual	
Primary Security ID: 02079K305		

Shares Voted: 232,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Larry Page	Mgmt	For	For	For	No
1b	Elect Director Sergey Brin	Mgmt	For	For	For	No
1c	Elect Director Sundar Pichai	Mgmt	For	For	For	No
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against	Yes

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against	Yes
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For	No
1g	Elect Director L. John Doerr	Mgmt	For	For	For	No
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For	No
1i	Elect Director Ann Mather	Mgmt	For	For	For	No
1j	Elect Director K. Ram Shriram	Mgmt	For	For	For	No
1k	Elect Director Robin L. Washington	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against	Yes
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against	Yes
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year	Yes
6	Report on Lobbying Payments and Policy	SH	Against	For	For	Yes
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against	Against	No
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For	Yes
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against	No
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For	For	Yes
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	For	For	Yes
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	For	Yes
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	For	For	Yes
14	Report on Content Governance and Censorship	SH	Against	Against	Against	No



Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	Against	Against	No
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against	No
17	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For	Yes
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For	Yes

Booking Holdings Inc.

Meeting Date: 06/06/2023Country: USATicker: BKNG

Record Date: 11/04/2023Meeting Type: Annual

Primary Security ID: 09857L108

Shares Voted: 4,967						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For	No
1.2	Elect Director Miriam M. Graddick-Weir	Mgmt	For	For	For	No
1.3	Elect Director Wei Hopeman	Mgmt	For	For	For	No
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For	No
1.5	Elect Director Charles H. Noski	Mgmt	For	For	For	No
1.6	Elect Director Larry Quinlan	Mgmt	For	For	For	No
1.7	Elect Director Nicholas J. Read	Mgmt	For	For	For	No
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For	For	No
1.9	Elect Director Sumit Singh	Mgmt	For	For	For	No
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For	No
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against	No

GoDaddy Inc.

Meeting Date: 07/06/2023	Country: USA	Ticker: GDDY
Record Date: 13/04/2023	Meeting Type: Annual	
Primary Security ID: 380237107		

Shares Voted: 257,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Mark Garrett	Mgmt	For	For	For	No
1b	Elect Director Srinivas (Srini) Tallapragada	Mgmt	For	For	For	No
1c	Elect Director Sigal Zarmi	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

Diversey Holdings, Ltd.

Meeting Date: 08/06/2023	Country: Cayman Islands	Ticker: DSEY
Record Date: 11/05/2023	Meeting Type: Special	
Primary Security ID: G28923103		

Shares Voted: 1,108,678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Merger Agreement	Mgmt	For	For	For	No
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For	No

Aon plc

Meeting Date: 16/06/2023	Country: Ireland	Ticker: AON
Record Date: 14/04/2023	Meeting Type: Annual	
Primary Security ID: G0403H108		

Shares Voted: 55,451

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For	No
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For	No
1.3	Elect Director Jin-Yong Cai	Mgmt	For	For	For	No
1.4	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For	No
1.5	Elect Director Fulvio Conti	Mgmt	For	For	For	No
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For	For	No
1.7	Elect Director Adriana Karaboutis	Mgmt	For	For	For	No
1.8	Elect Director Richard C. Notebaert	Mgmt	For	For	For	No
1.9	Elect Director Gloria Santana	Mgmt	For	For	For	No
1.10	Elect Director Sarah E. Smith	Mgmt	For	For	For	No
1.11	Elect Director Byron O. Spruell	Mgmt	For	For	For	No
1.12	Elect Director Carolyn Y. Woo	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
5	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Amend Omnibus Plan	Mgmt	For	For	For	No

Autodesk, Inc.

Meeting Date: 21/06/2023Country: USATicker: ADSK

Record Date: 24/04/2023Meeting Type: Annual

Primary Security ID: 052769106

Shares Voted: 201,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Andrew Anagnost	Mgmt	For	For	For	No

Autodesk, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1b	Elect Director Karen Blasing	Mgmt	For	For	For	No
1c	Elect Director Reid French	Mgmt	For	For	For	No
1d	Elect Director Ayanna Howard	Mgmt	For	For	For	No
1e	Elect Director Blake Irving	Mgmt	For	For	For	No
1f	Elect Director Mary T. McDowell	Mgmt	For	For	For	No
1g	Elect Director Stephen Milligan	Mgmt	For	For	For	No
1h	Elect Director Lorrie M. Norrington	Mgmt	For	For	For	No
1i	Elect Director Elizabeth (Betsy) Rafael	Mgmt	For	For	For	No
1j	Elect Director Rami Rahim	Mgmt	For	For	For	No
1k	Elect Director Stacy J. Smith	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

NVIDIA Corporation

Meeting Date: 22/06/2023

Record Date: 24/04/2023

Primary Security ID: 67066G104

Country: USA

Meeting Type: Annual

Ticker: NVDA

Shares Voted: 47,769

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For	No
1b	Elect Director Tench Coxé	Mgmt	For	For	For	No
1c	Elect Director John O. Dabiri	Mgmt	For	For	For	No
1d	Elect Director Persis S. Drell	Mgmt	For	For	For	No
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For	No
1f	Elect Director Dawn Hudson	Mgmt	For	For	For	No
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For	No
1h	Elect Director Michael G. McCaffery	Mgmt	For	For	For	No
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For	No

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1j	Elect Director Mark L. Perry	Mgmt	For	For	For	No
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For	No
1l	Elect Director Aarti Shah	Mgmt	For	For	For	No
1m	Elect Director Mark A. Stevens	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Phreesia, Inc.

Meeting Date: 28/06/2023	Country: USA	Ticker: PHR
Record Date: 01/05/2023	Meeting Type: Annual	
Primary Security ID: 71944F106		

Shares Voted: 279,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Chaim Indig	Mgmt	For	For	For	No
1.2	Elect Director Michael Weintraub	Mgmt	For	Withhold	Withhold	Yes
1.3	Elect Director Edward Cahill	Mgmt	For	Withhold	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For	No

National Grid Plc

Meeting Date: 10/07/2023	Country: United Kingdom	Ticker: NG
Record Date: 06/07/2023	Meeting Type: Annual	
Primary Security ID: G6S9A7120		

Shares Voted: 445,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For	No
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For	No
5	Re-elect Andy Agg as Director	Mgmt	For	For	For	No
6	Re-elect Therese Esperdy as Director	Mgmt	For	For	For	No
7	Re-elect Liz Hewitt as Director	Mgmt	For	For	For	No
8	Re-elect Ian Livingston as Director	Mgmt	For	For	For	No
9	Re-elect Iain Mackay as Director	Mgmt	For	For	For	No
10	Re-elect Anne Robinson as Director	Mgmt	For	For	For	No
11	Re-elect Earl Shipp as Director	Mgmt	For	For	For	No
12	Re-elect Jonathan Silver as Director	Mgmt	For	For	For	No
13	Re-elect Tony Wood as Director	Mgmt	For	For	For	No
14	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Approve Remuneration Report	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Shares Voted: 1,128,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Elect Craig Boundy as Director	Mgmt	For	For	For	No
5	Elect Kathleen DeRose as Director	Mgmt	For	For	For	No
6	Elect Esther Lee as Director	Mgmt	For	For	For	No
7	Elect Louise Pentland as Director	Mgmt	For	For	For	No
8	Re-elect Alison Brittain as Director	Mgmt	For	For	For	No
9	Re-elect Brian Cassin as Director	Mgmt	For	For	For	No
10	Re-elect Caroline Donahue as Director	Mgmt	For	For	For	No
11	Re-elect Luiz Fleury as Director	Mgmt	For	For	For	No
12	Re-elect Jonathan Howell as Director	Mgmt	For	For	For	No
13	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For	No
14	Re-elect Mike Rogers as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Fuller, Smith & Turner Plc

Meeting Date: 20/07/2023

Record Date: 18/07/2023

Primary Security ID: G36904160

Country: United Kingdom

Meeting Type: Annual

Ticker: FSTA

Shares Voted: 534,362

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Elect Dawn Browne as Director	Mgmt	For	For	For	No
5	Re-elect Helen Jones as Director	Mgmt	For	For	For	No
6	Re-elect Robin Rowland as Director	Mgmt	For	For	For	No
7	Re-elect Juliette Stacey as Director	Mgmt	For	For	For	No
8	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For	No
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

GB Group Plc

Meeting Date: 20/07/2023

Record Date: 18/07/2023

Primary Security ID: G3770M106

Country: United Kingdom

Meeting Type: Annual

Ticker: GBG

Shares Voted: 2,726,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Richard Longdon as Director	Mgmt	For	For	For	No
4	Re-elect Christopher Clark as Director	Mgmt	For	For	For	No



GB Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Natalie Gammon as Director	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
7	Appoint PWC as Auditors	Mgmt	For	For	For	No
8	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Pennon Group Plc

Meeting Date: 20/07/2023

Record Date: 18/07/2023

Primary Security ID: G8295T239

Country: United Kingdom

Meeting Type: Annual

Ticker: PNN

Shares Voted: 354,209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Elect Dorothy Burwell as Director	Mgmt	For	For	For	No
6	Elect Loraine Woodhouse as Director	Mgmt	For	For	For	No
7	Re-elect Gill Rider as Director	Mgmt	For	For	For	No
8	Re-elect Susan Davy as Director	Mgmt	For	For	For	No
9	Re-elect Paul Boote as Director	Mgmt	For	For	For	No
10	Re-elect Jon Butterworth as Director	Mgmt	For	For	For	No
11	Re-elect Neil Cooper as Director	Mgmt	For	For	For	No
12	Re-elect Iain Evans as Director	Mgmt	For	For	For	No

Pennon Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13	Re-elect Claire Ighodaro as Director	Mgmt	For	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Approve Climate-Related Financial Disclosures	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

iShares plc - iShares Core FTSE 100 UCITS ETF

Meeting Date: 21/07/2023

Record Date: 20/07/2023

Primary Security ID: G4953Z104

Country: Ireland

Meeting Type: Annual

Ticker: ISF

Shares Voted: 98,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Re-elect Ros O'Shea as Director	Mgmt	For	For	For	No
5	Elect Padraig Kenny as Director	Mgmt	For	For	For	No
6	Re-elect Deirdre Somers as Director	Mgmt	For	For	For	No
7	Re-elect William McKechnie as Director	Mgmt	For	For	For	No
8	Elect Peter Vivian as Director	Mgmt	For	For	For	No

Meeting Date: 24/07/2023	Country: United Kingdom	Ticker: CWK
Record Date: 20/07/2023	Meeting Type: Annual	
Primary Security ID: G2504J108		

Shares Voted: 302,552

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Liz Barber as Director	Mgmt	For	For	For	No
5	Re-elect Mark Bottomley as Director	Mgmt	For	For	For	No
6	Re-elect Jim Brisby as Director	Mgmt	For	For	For	No
7	Re-elect Adam Couch as Director	Mgmt	For	For	For	No
8	Re-elect Pam Powell as Director	Mgmt	For	For	For	No
9	Re-elect Tim Smith as Director	Mgmt	For	For	For	No
10	Elect Chris Aldersley as Director	Mgmt	For	For	For	No
11	Elect Yetunde Hofmann as Director	Mgmt	For	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
19	Approve Save As You Earn Plan	Mgmt	For	For	For	No

Linde Plc

Meeting Date: 24/07/2023Country: IrelandTicker: LIN

Record Date: 27/04/2023Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 25,581

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For	No
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For	No
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For	No
1d	Elect Director Thomas Enders	Mgmt	For	For	For	No
1e	Elect Director Hugh Grant	Mgmt	For	For	For	No
1f	Elect Director Joe Kaeser	Mgmt	For	For	For	No
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For	No
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For	No
1i	Elect Director Alberto Weisser	Mgmt	For	For	For	No
1j	Elect Director Robert L. Wood	Mgmt	For	For	For	No
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Reduce Supermajority Vote Requirement	Mgmt	For	For	For	No

CAE Inc.

Meeting Date: 09/08/2023Country: CanadaTicker: CAE

Record Date: 22/06/2023Meeting Type: Annual/Special

Primary Security ID: 124765108

Shares Voted: 1,039,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For	No
1.2	Elect Director Margaret S. (Peg) Billson	Mgmt	For	For	For	No
1.3	Elect Director Sophie Brochu	Mgmt	For	For	For	No
1.4	Elect Director Elise Eberwein	Mgmt	For	For	For	No

CAE Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.5	Elect Director Marianne Harrison	Mgmt	For	For	For	No
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	For	For	No
1.7	Elect Director Mary Lou Maher	Mgmt	For	For	For	No
1.8	Elect Director Francois Olivier	Mgmt	For	For	For	No
1.9	Elect Director Marc Parent	Mgmt	For	For	For	No
1.10	Elect Director David G. Perkins	Mgmt	For	For	For	No
1.11	Elect Director Michael E. Roach	Mgmt	For	For	For	No
1.12	Elect Director Patrick M. Shanahan	Mgmt	For	For	For	No
1.13	Elect Director Andrew J. Stevens	Mgmt	For	For	For	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No
4	Approve Omnibus Incentive Plan	Mgmt	For	For	For	No

Elekta AB

Meeting Date: 24/08/2023

Record Date: 16/08/2023

Primary Security ID: W2479G107

Country: Sweden

Meeting Type: Annual

Ticker: EKTA.B

Shares Voted: 1,265,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt				
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Allocation of Income and Dividends of SEK 2.40 Per Share	Mgmt	For	For	For	No
10.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For	For	For	No
10.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For	For	For	No
10.3	Approve Discharge of Board Member Johan Malmquist	Mgmt	For	For	For	No
10.4	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For	For	For	No
10.5	Approve Discharge of Board Member Jan Secher	Mgmt	For	For	For	No
10.6	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For	For	For	No
10.7	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For	For	For	No
10.8	Approve Discharge of Board Member Kelly Londy	Mgmt	For	For	For	No
10.9	Approve Discharge of President and CEO Gustaf Salford	Mgmt	For	For	For	No
11.1	Determine Number of Members (9) of Board	Mgmt	For	For	For	No
11.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For	For	No
12.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 8.2 Million	Mgmt	For	For	For	No
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13.1	Reelect Laurent Leksell as Director	Mgmt	For	For	For	No
13.2	Reelect Caroline Leksell Cooke as Director	Mgmt	For	For	For	No
13.3	Reelect Wolfgang Reim as Director	Mgmt	For	For	For	No
13.4	Reelect Jan Secher as Director	Mgmt	For	For	For	No
13.5	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	For	No
13.6	Reelect Cecilia Wikstrom as Director	Mgmt	For	For	For	No
13.7	Reelect Kelly Londy as Director	Mgmt	For	For	For	No
13.8	Elect Tomas Eliasson as New Director	Mgmt	For	For	For	No
13.9	Elect Volker Wetekam as New Director	Mgmt	For	For	For	No

Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.10	Reelect Laurent Leksell as Board Chair	Mgmt	For	For	For	No
14	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16.a	Approve Performance Share Plan 2023	Mgmt	For	For	For	No
16.b	Approve Equity Plan Financing	Mgmt	For	For	For	No
17	Approve Equity Plan Financing of 2021, 2022 and 2023 Performance Share Plans	Mgmt	For	For	For	No
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19	Amend Articles Re: General Meeting; Editorial Changes	Mgmt	For	For	For	No
20	Authorize Contribution in Order to Establish Philanthropic Foundation	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Thorvald Tilman	Mgmt				
21.a	Amend Articles Re: Editorial Changes	SH	None	Against	Against	No
21.b	Amend Articles Re: Governance-Related	SH	None	Against	Against	No
21.c	Amend Procedures for Nomination Committee	SH	None	Against	Against	No
21.d	Instruct Board to Investigate the Conditions for the Introduction of Performance-Based Remuneration for Members of the Board	SH	None	Against	Against	No
22	Close Meeting	Mgmt				

Kornit Digital Ltd.

Meeting Date: 28/08/2023

Record Date: 20/07/2023

Primary Security ID: M6372Q113

Country: Israel

Meeting Type: Annual

Ticker: KRNT

Shares Voted: 100,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Reelect Ofer Ben-Zur as Director	Mgmt	For	For	For	No

Kornit Digital Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1b	Elect Naama Halevi Davidov as Director	Mgmt	For	For	For	No
1c	Reelect Gabi Seligsohn as Director	Mgmt	For	Against	Against	Yes
2	Re-adoption and Amendment of Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For	No
3	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	Refer	For	No

Ashtead Group Plc

Meeting Date: 06/09/2023Country: United KingdomTicker: AHT

Record Date: 04/09/2023Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 141,788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Paul Walker as Director	Mgmt	For	For	For	No
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For	No
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For	No
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For	No
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For	No
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For	No
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For	No



Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For	No
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For	No
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Auto Trader Group Plc

Meeting Date: 14/09/2023

Record Date: 12/09/2023

Primary Security ID: G06708104

Country: United Kingdom

Meeting Type: Annual

Ticker: AUTO

Shares Voted: 1,393,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Matt Davies as Director	Mgmt	For	For	For	No
5	Re-elect Nathan Coe as Director	Mgmt	For	For	For	No
6	Re-elect David Keens as Director	Mgmt	For	For	For	No
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For	No
8	Re-elect Jeni Mundy as Director	Mgmt	For	For	For	No
9	Re-elect Catherine Faiers as Director	Mgmt	For	For	For	No

## Auto Trader Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Jamie Warner as Director	Mgmt	For	For	For	No
11	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	For	For	No
12	Re-elect Jasvinder Gakhal as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

## Diageo Plc

**Meeting Date:** 28/09/2023

**Country:** United Kingdom

**Ticker:** DGE

**Record Date:** 26/09/2023

**Meeting Type:** Annual

**Primary Security ID:** G42089113

Shares Voted: 599,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Elect Debra Crew as Director	Mgmt	For	For	For	No
7	Re-elect Javier Ferran as Director	Mgmt	For	For	For	No
8	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For	For	No
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For	No

Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Melissa Bethell as Director	Mgmt	For	For	For	No
11	Re-elect Karen Blackett as Director	Mgmt	For	For	For	No
12	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For	No
13	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For	No
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For	No
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For	No
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Medtronic plc

Meeting Date: 19/10/2023

Record Date: 25/08/2023

Primary Security ID: G5960L103

Country: Ireland

Meeting Type: Annual

Ticker: MDT

Shares Voted: 307,694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Craig Arnold	Mgmt	For	For	For	No
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For	No
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For	No
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For	No
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For	No

Medtronic plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1f	Elect Director Gregory P. Lewis	Mgmt	For	For	For	No
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For	No
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For	No
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For	No
1j	Elect Director Denise M. O'Leary	Mgmt	For	For	For	No
1k	Elect Director Kendall J. Powell	Mgmt	For	For	For	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Approve Employee Stock Purchase Plan	Mgmt	For	For	For	No
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For	No
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For	No
7	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For	No

Carsales.Com Limited

Meeting Date: 27/10/2023	Country: Australia	Ticker: CAR
Record Date: 25/10/2023	Meeting Type: Annual	
Primary Security ID: Q21411121		

Shares Voted: 700,143						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	For	No
3a	Elect Patrick O'Sullivan as Director	Mgmt	For	Against	Against	Yes
3b	Elect Walter Pisciotta as Director	Mgmt	For	For	For	No
3c	Elect Susan Massasso as Director	Mgmt	For	For	For	No
4a	Approve Grant of Rights to Cameron McIntyre	Mgmt	For	For	For	No

Carsales.Com Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4b	Approve Grant of Performance Rights to Cameron McIntyre	Mgmt	For	For	For	No
5	Approve the Change of Company Name to CAR Group Limited	Mgmt	For	For	For	No

Pernod Ricard SA

Meeting Date: 10/11/2023	Country: France	Ticker: RI
Record Date: 08/11/2023	Meeting Type: Annual/Special	
Primary Security ID: F72027109		

Shares Voted: 133,027						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For	No
4	Reelect Kory Sorenson as Director	Mgmt	For	For	For	No
5	Reelect Philippe Petitcolin as Director	Mgmt	For	For	For	No
6	Elect Max Koeune as Director	Mgmt	For	For	For	No
7	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For	No
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000	Mgmt	For	For	For	No
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 130 Million	Mgmt	For	For	For	No
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For	No
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	Mgmt	For	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For	No
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
21	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For	No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Close Brothers Group Plc

Meeting Date: 16/11/2023	Country: United Kingdom	Ticker: CBG
Record Date: 14/11/2023	Meeting Type: Annual	
Primary Security ID: G22120102		

Shares Voted: 918,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Kari Hale as Director	Mgmt	For	For	For	No
5	Re-elect Mike Biggs as Director	Mgmt	For	For	For	No
6	Re-elect Adrian Sainsbury as Director	Mgmt	For	For	For	No
7	Re-elect Mike Morgan as Director	Mgmt	For	For	For	No
8	Re-elect Peter Duffy as Director	Mgmt	For	For	For	No
9	Re-elect Tracey Graham as Director	Mgmt	For	For	For	No
10	Re-elect Patricia Halliday as Director	Mgmt	For	For	For	No
11	Re-elect Tesula Mohindra as Director	Mgmt	For	For	For	No
12	Re-elect Mark Pain as Director	Mgmt	For	For	For	No
13	Re-elect Sally Williams as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity in Relation to the Issue of AT1 Securities	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of AT1 Securities	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Microsoft Corporation

Meeting Date: 07/12/2023

Record Date: 29/09/2023

Primary Security ID: 594918104

Country: USA

Meeting Type: Annual

Ticker: MSFT

Shares Voted: 144,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For	No
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For	No
1.03	Elect Director Teri L. List	Mgmt	For	For	For	No
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For	No
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For	No
1.06	Elect Director Satya Nadella	Mgmt	For	For	For	No
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For	No
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For	No
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For	No
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For	No
1.11	Elect Director John W. Stanton	Mgmt	For	For	For	No
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For	No
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against	No
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against	No
7	Report on Government Take Down Requests	SH	Against	Against	Against	No
8	Report on Risks of Weapons Development	SH	Against	Against	Against	No
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against	No
10	Publish a Tax Transparency Report	SH	Against	Against	Against	No



Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For	Yes
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against	No
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against	No