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Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
31-Jan-24	Accenture plc	1a	Elect Director Jaime Ardila	For	For	For
31-Jan-24		1b	Elect Director Martin Bruder Muller	For	For	For
31-Jan-24		1c	Elect Director Alan Jope	For	For	For
31-Jan-24		1d	Elect Director Nancy McKinstry	For	For	For
31-Jan-24		1e	Elect Director Beth E. Mooney	For	For	For
31-Jan-24		1f	Elect Director Gilles C. Pelisson	For	For	For
31-Jan-24		1g	Elect Director Paula A. Price	For	For	For
31-Jan-24		1h	Elect Director Venkata (Murthy) Renduchintala	For	For	For
31-Jan-24		1i	Elect Director Arun Sarin	For	For	For
31-Jan-24		1j	Elect Director Julie Sweet	For	For	For
31-Jan-24		1k	Elect Director Tracey T. Travis	For	For	For
31-Jan-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
31-Jan-24		3	Amend Omnibus Stock Plan	For	For	For
31-Jan-24		4	Amend Nonqualified Employee Stock Purchase Plan	For	For	For
31-Jan-24		5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For
31-Jan-24		6	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	For
31-Jan-24		7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For	For
31-Jan-24	8	Determine Price Range for Reissuance of Treasury Shares	For	For	For	
23-Jan-24	Visa Inc.	1a	Elect Director Lloyd A. Carney	For	For	For
23-Jan-24		1b	Elect Director Kermit R. Crawford	For	For	For
23-Jan-24		1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For	For
23-Jan-24		1d	Elect Director Ramon Laguarta	For	For	For
23-Jan-24		1e	Elect Director Teri L. List	For	For	For
23-Jan-24		1f	Elect Director John F. Lundgren	For	For	For
23-Jan-24		1g	Elect Director Ryan McInerney	For	For	For
23-Jan-24		1h	Elect Director Denise M. Morrison	For	For	For
23-Jan-24		1i	Elect Director Pamela Murphy	For	For	For
23-Jan-24		1j	Elect Director Linda J. Rendle	For	For	For
23-Jan-24		1k	Elect Director Maynard G. Webb, Jr.	For	For	For
23-Jan-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
23-Jan-24		3	Ratify KPMG LLP as Auditors	For	For	For
23-Jan-24		4	Approve Class B Exchange Offer Program Certificate Amendments	For	For	For
23-Jan-24		5	Adjourn Meeting	For	For	For
23-Jan-24		6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against	Against



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
07-Dec-23	Microsoft Corporation	1.01	Elect Director Reid G. Hoffman	For	For	For
07-Dec-23		1.02	Elect Director Hugh F. Johnston	For	For	For
07-Dec-23		1.03	Elect Director Teri L. List	For	For	For
07-Dec-23		1.04	Elect Director Catherine MacGregor	For	For	For
07-Dec-23		1.05	Elect Director Mark A. L. Mason	For	For	For
07-Dec-23		1.06	Elect Director Satya Nadella	For	For	For
07-Dec-23		1.07	Elect Director Sandra E. Peterson	For	For	For
07-Dec-23		1.08	Elect Director Penny S. Pritzker	For	For	For
07-Dec-23		1.09	Elect Director Carlos A. Rodriguez	For	For	For
07-Dec-23		1.10	Elect Director Charles W. Scharf	For	For	For
07-Dec-23		1.11	Elect Director John W. Stanton	For	For	For
07-Dec-23		1.12	Elect Director Emma N. Walmsley	For	For	For
07-Dec-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
07-Dec-23	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
07-Dec-23	4	Ratify Deloitte and & Touche as Auditors	For	For	For	
07-Dec-23	5	Report on Gender-Based Compensation and Benefits Inequities	Against	Against	Against	
07-Dec-23	6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against	Against	
07-Dec-23	7	Report on Government Take Down Requests	Against	Against	Against	
07-Dec-23	8	Report on Risks of Weapons Development	Against	For	For	
07-Dec-23	9	Report on Climate Risk in Retirement Plan Options	Against	For	For	
07-Dec-23	10	Publish a Tax Transparency Report	Against	For	For	
07-Dec-23	11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	Against	For	For	
07-Dec-23	12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against	Against	Against	
07-Dec-23	13	Report on Risks Related to AI Generated Misinformation and Disinformation	Against	For	For	
29-Nov-23	Lynas Rare Earths Ltd	1	Approve Remuneration Report	For	For	For
29-Nov-23		2	Elect John Humphrey as Director	For	For	For
29-Nov-23		3	Elect Grant Murdoch as Director	For	For	For
29-Nov-23		4	Elect Vanessa Guthrie as Director	For	For	For
29-Nov-23		5	Elect John Beevers as Director	For	For	For
29-Nov-23		6	Approve the Lynas Rare Earths Limited Performance Rights Plan	For	For	For
29-Nov-23		7	Approve Grant of Performance Rights to Amanda Lacaze	For	For	For
24-Nov-23	NextDC Ltd.	1	Approve Remuneration Report	For	For	For
24-Nov-23		2	Elect Stuart Davis as Director	For	For	For
24-Nov-23		3	Elect Eileen Doyle as Director	For	For	For
24-Nov-23		4	Elect Maria Leftakis as Director	For	For	For
24-Nov-23		5	Approve Increase in the Maximum Aggregate Annual Remuneration of Non-Executive Directors	None	For	For
24-Nov-23		6	Approve Grant of Performance Rights and Restricted Rights to Craig Scroggie	For	For	For
24-Nov-23	PEXA Group Limited	1	Elect Jeffrey Smith as Director	For	For	For
24-Nov-23		2	Elect Melanie Willis as Director	For	For	For
24-Nov-23		3	Elect Paul Rickard as Director	For	For	For
24-Nov-23		4	Approve Remuneration Report	For	Against	Against
24-Nov-23		5	Approve Grant of Performance Rights to Glenn King	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
17-Nov-23	The Estee Lauder Companies Inc.	1a	Elect Director Charlene Barshefsky	For	Withhold	Withhold
17-Nov-23		1b	Elect Director Angela Wei Dong	For	Withhold	Withhold
17-Nov-23		1c	Elect Director Fabrizio Freda	For	Withhold	Withhold
17-Nov-23		1d	Elect Director Gary M. Lauder	For	Withhold	Withhold
17-Nov-23		1e	Elect Director Jane Lauder	For	Withhold	Withhold
17-Nov-23		2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
17-Nov-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
17-Nov-23		4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
16-Nov-23	Charter Hall Group	2a	Elect Stephen Conry as Director	For	For	For
16-Nov-23		2b	Elect David Ross as Director	For	Against	For
16-Nov-23		3	Approve Remuneration Report	For	For	For
16-Nov-23		4	Approve Issuance of Service Rights to David Harrison	For	For	For
16-Nov-23		5	Approve Issuance of Performance Rights to David Harrison	For	For	For
16-Nov-23	Mirvac Group	2.1	Elect Rob Sindel as Director	For	For	For
16-Nov-23		2.2	Elect Christine Bartlett as Director	For	For	For
16-Nov-23		2.3	Elect Samantha Mostyn as Director	For	For	For
16-Nov-23		3	Approve Remuneration Report	For	For	For
16-Nov-23		4	Approve Participation of Campbell Hanan in the Long-Term Performance Plan	For	For	For
16-Nov-23	The a2 Milk Company Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
16-Nov-23		2	Elect Kate Mitchell as Director	For	For	For
16-Nov-23		3	Approve Issuance of Performance Rights to David Bortolussi	For	For	For
15-Nov-23	Contact Energy Limited	1	Elect Robert (Rob) McDonald as Director	For	For	For
15-Nov-23		2	Elect Rukumoana Schaafhausen as Director	For	For	For
15-Nov-23		3	Elect David Smol as Director	For	For	For
15-Nov-23		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
14-Nov-23	Precinct Properties NZ & Precinct Properties Investments Ltd	1	Elect Chris Meads as Director	For	For	For
14-Nov-23		2	Approve Increase in Directors' Remuneration	For	For	For
14-Nov-23		3	Authorize Board to Fix the Remuneration of Ernst & Young as Auditor for Precinct Properties New Zealand Limited	For	For	For
14-Nov-23		4	Approve the Amendments to the Constitution of Precinct Properties New Zealand Limited	For	For	For
14-Nov-23		5	Authorize Board to Fix the Remuneration of Ernst & Young as Auditor for Precinct Properties Investments Limited	For	For	For
14-Nov-23		6	Approve the Amendments to the Constitution of Precinct Properties Investments Limited	For	For	For
14-Nov-23	Goodman Group	1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	For	For	For
14-Nov-23		2a	Elect Stephen Johns as Director of Goodman Limited	For	For	For
14-Nov-23		2b	Elect Stephen Johns as Director of Goodman Logistics (HK) Limited	For	For	For
14-Nov-23		3	Elect Mark Johnson as Director of Goodman Limited	For	For	For
14-Nov-23		4	Elect Belinda Robson as Director of Goodman Limited	For	For	For
14-Nov-23		5	Elect George Zoghbi as Director of Goodman Limited	For	For	For
14-Nov-23		6	Elect Kitty Chung as Director of Goodman Logistics (HK) Limited	For	For	For
14-Nov-23		7	Approve Remuneration Report	For	For	For
14-Nov-23		8	Approve Issuance of Performance Rights to Greg Goodman	For	For	For
14-Nov-23		9	Approve Issuance of Performance Rights to Danny Peeters	For	For	For
14-Nov-23	10	Approve Issuance of Performance Rights to Anthony Rozic	For	For	For	



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
10-Nov-23	KMD Brands Limited	1	Elect Brent Scrimshaw as Director	For	For	For
10-Nov-23		2	Elect Philip Bowman as Director	For	For	For
10-Nov-23		3	Elect Zion Armstrong as Director	For	For	For
10-Nov-23		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
10-Nov-23		5	Approve Amendment to the Constitution of the Company	For	For	For
09-Nov-23	Vital Healthcare Property Trust	1	Elect Michael Stanford as Director of NorthWest Healthcare Properties Management Limited	For	For	Against
08-Nov-23	Chorus Limited	1	Elect Kate Jorgensen as Director	For	For	For
08-Nov-23		2	Elect Jack Matthews as Director	For	For	For
08-Nov-23		3	Authorize Board to Fix Remuneration of the Auditors	For	For	For
08-Nov-23	Automatic Data Processing, Inc.	1a	Elect Director Peter Bisson	For	For	For
08-Nov-23		1b	Elect Director Maria Black	For	For	For
08-Nov-23		1c	Elect Director David V. Goeckeler	For	For	For
08-Nov-23		1d	Elect Director Linnie M. Haynesworth	For	For	For
08-Nov-23		1e	Elect Director John P. Jones	For	For	For
08-Nov-23		1f	Elect Director Francine S. Katsoudas	For	For	For
08-Nov-23		1g	Elect Director Nazzic S. Keene	For	For	For
08-Nov-23		1h	Elect Director Thomas J. Lynch	For	For	For
08-Nov-23		1i	Elect Director Scott F. Powers	For	For	For
08-Nov-23		1j	Elect Director William J. Ready	For	For	For
08-Nov-23		1k	Elect Director Carlos A. Rodriguez	For	For	For
08-Nov-23		1l	Elect Director Sandra S. Wijnberg	For	For	For
08-Nov-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
08-Nov-23	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
08-Nov-23	4	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
03-Nov-23	Spark New Zealand Ltd.	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
02-Nov-23	AUB Group Limited	1	Approve Remuneration Report	For	For	For
02-Nov-23		2	Elect Richard Deutsch as Director	For	Against	For
02-Nov-23		3	Elect Andrew Kendrick as Director	For	For	For
02-Nov-23		4	Approve Issuance of Performance Share Rights to Michael Emmett	For	Against	For
02-Nov-23		5	Ratify Past Issuance of Institutional Placement Shares to Institutional Investors	For	For	For
02-Nov-23		6	Approve Renewal of Proportional Takeover Approval Provisions	For	For	For
01-Nov-23	Megaport Ltd.	1	Approve Remuneration Report	None	For	For
01-Nov-23		2	Elect Bevan Slattery as Director	For	For	For
01-Nov-23		3	Ratify Past Issuance of Restricted Stock Units to Employees of the Company	For	For	For
01-Nov-23		4	Approve Employee Share Plan	For	For	For
01-Nov-23		5a	Approve Issuance of 517,680 Performance Restricted Stock Units to Michael Reid	None	Against	Against
01-Nov-23		5b	Approve Issuance of 460,160 Performance Restricted Stock Units to Michael Reid	None	Against	Against
31-Oct-23	Clinuvel Pharmaceuticals Limited	1	Approve Remuneration Report	For	For	For
31-Oct-23		2	Elect Willem Blijdorp as Director	For	For	For
31-Oct-23		3	Elect Jeffrey Rosenfeld as Director	For	For	For
31-Oct-23		4	Approve Performance Rights Plan	For	For	For
27-Oct-23	Port of Tauranga Limited	1	Elect Douglas William Leeder as Director	For	For	For
27-Oct-23		2	Approve the Increase in Directors' Fee Pool	For	For	For
27-Oct-23		3	Appoint KPMG as Auditor and Authorize Board to Fix Their Remuneration	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
27-Oct-23	Fletcher Building Limited	1	Elect Bruce Hassall as Director	For	For	For
27-Oct-23		2	Elect Barbara Chapman as Director	For	For	For
27-Oct-23		3	Elect Martin Brydon as Director	For	For	For
27-Oct-23		4	Elect Sandra Dodds as Director	For	For	For
27-Oct-23		5	Authorize Board to Fix Remuneration of the Auditor	For	For	For
27-Oct-23		6	***Withdrawn Resolution*** Approve Increase in Maximum Aggregate Remuneration of Directors			
26-Oct-23	Freightways Group Limited	1	Elect Mark Rushworth as Director	For	For	For
26-Oct-23		2	Elect Peter Kean as Director	For	For	For
26-Oct-23		3	Approve the Increase in Directors' Fee Pool	For	For	For
26-Oct-23		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
25-Oct-23	Skellerup Holdings Limited	1	Elect David Cushing as Director	For	For	For
25-Oct-23		2	Elect Paul Shearer as Director	For	For	For
25-Oct-23		3	Authorize Board to Fix Remuneration of the Auditors	For	For	For
24-Oct-23	EBOS Group Limited	1	Elect Julie Tay as Director	For	For	For
24-Oct-23		2	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	Against	Against
24-Oct-23		3	Authorize Board to Fix Remuneration of the Auditors	For	For	For
20-Oct-23	Cleanaway Waste Management Limited	2	Approve Remuneration Report	For	For	For
20-Oct-23		3a	Elect Philippe Etienne as Director	For	For	For
20-Oct-23		3b	Elect Samantha Hogg as Director	For	For	For
20-Oct-23		3c	Elect Terry Sinclair as Director	For	For	For
20-Oct-23		3d	Elect Clive Stiff as Director	For	For	For
20-Oct-23		4a	Approve Grant of Performance Rights to Mark Schubert	For	For	For
20-Oct-23		4b	Approve Deferred Equity Rights to Mark Schubert	For	For	For
20-Oct-23		5	Approve the Spill Resolution	Against	Against	Against
19-Oct-23	Tourism Holdings Limited	1	Elect Catherine Agnes Quinn as Director	For	For	For
19-Oct-23		2	Elect Grainne Patricia Troute as Director	For	For	For
19-Oct-23		3	Elect Sophia Adelle Mitchell as Director	For	For	For
19-Oct-23		4	Elect Robert Baker as Director	For	For	For
19-Oct-23		5	Elect Luke Gustave Trouchet as Director	For	For	For
19-Oct-23		6	Elect Grant Gareth Webster as Director	For	For	For
19-Oct-23		7	Approve the Increase in Maximum Aggregate Remuneration of Directors	For	For	For
19-Oct-23		8	Authorize Board to Fix Remuneration of the Auditors	For	For	For
17-Oct-23	Auckland International Airport Limited	1	Elect Julia Hoare as Director	For	For	For
17-Oct-23		2	Authorize Board to Fix Remuneration of the Auditors	For	For	For
17-Oct-23	IDP Education Limited	2a	Elect Ariane Barker as Director	For	For	For
17-Oct-23		2b	Elect Andrew Barkla as Director	For	For	For
17-Oct-23		3	Approve Remuneration Report	For	For	For
17-Oct-23		4	Approve Grant of Performance Rights to Tennealle O'Shannessy	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
17-Oct-23	Telstra Group Limited	3a	Elect Maxine Brenner as Director	For	Against	Against
17-Oct-23		3b	Elect Ming Long as Director	For	For	For
17-Oct-23		3c	Elect Bridget Loudon as Director	For	For	For
17-Oct-23		3d	Elect Elana Rubin as Director	For	For	For
17-Oct-23		4a	Approve Grant of Restricted Shares to Vicki Brady	For	For	For
17-Oct-23		4b	Approve Grant of Performance Rights to Vicki Brady	For	For	For
17-Oct-23		5	Approve Remuneration Report	For	For	For
12-Oct-23	Meridian Energy Limited	1	Elect Mark Verbiest as Director	For	For	For
12-Oct-23		2	Elect David Carter as Director	For	For	For
12-Oct-23	Paychex, Inc.	1a	Elect Director Martin Mucci	For	For	For
12-Oct-23		1b	Elect Director Thomas F. Bonadio	For	For	For
12-Oct-23		1c	Elect Director Joseph G. Doody	For	For	For
12-Oct-23		1d	Elect Director David J.S. Flaschen	For	For	For
12-Oct-23		1e	Elect Director John B. Gibson	For	For	For
12-Oct-23		1f	Elect Director B. Thomas Golisano	For	For	For
12-Oct-23		1g	Elect Director Pamela A. Joseph	For	For	For
12-Oct-23		1h	Elect Director Theresa M. Payton	For	For	For
12-Oct-23		1i	Elect Director Kevin A. Price	For	For	For
12-Oct-23		1j	Elect Director Joseph M. Tucci	For	For	For
12-Oct-23		1k	Elect Director Joseph M. Velli	For	For	For
12-Oct-23		1l	Elect Director Kara Wilson	For	For	For
12-Oct-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
12-Oct-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
12-Oct-23	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
11-Oct-23	CSL Limited	2	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	For	For	For
11-Oct-23		3	Elect Carolyn Hewson as Director	For	For	For
11-Oct-23		4	Approve Remuneration Report	For	For	For
11-Oct-23		5	Approve Grant of performance Share Units to Paul McKenzie	For	For	For
10-Oct-23	The Procter & Gamble Company	1a	Elect Director B. Marc Allen	For	For	For
10-Oct-23		1b	Elect Director Brett Biggs	For	For	For
10-Oct-23		1c	Elect Director Sheila Bonini	For	For	For
10-Oct-23		1d	Elect Director Angela F. Braly	For	Against	Against
10-Oct-23		1e	Elect Director Amy L. Chang	For	For	For
10-Oct-23		1f	Elect Director Joseph Jimenez	For	Against	Against
10-Oct-23		1g	Elect Director Christopher Kempczinski	For	For	For
10-Oct-23		1h	Elect Director Debra L. Lee	For	For	For
10-Oct-23		1i	Elect Director Terry J. Lundgren	For	For	For
10-Oct-23		1j	Elect Director Christine M. McCarthy	For	For	For
10-Oct-23		1k	Elect Director Jon R. Moeller	For	Against	Against
10-Oct-23		1l	Elect Director Robert J. Portman	For	For	For
10-Oct-23		1m	Elect Director Rajesh Subramaniam	For	For	For
10-Oct-23		1n	Elect Director Patricia A. Woertz	For	Against	Against
10-Oct-23		2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
10-Oct-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
10-Oct-23		4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
10-Oct-23	5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	Against	Against	Against	
10-Oct-23	6	Report on Risks Related to Operations in China	Against	Against	Against	
10-Oct-23	7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	For	For	



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
04-Oct-23	Comvita Limited	1	Appoint KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For	For
04-Oct-23		2	Elect Brett Hewlett as Director	For	For	For
04-Oct-23		3	Elect Julia Hoare as Director	For	For	For
04-Oct-23		4	Elect Michael Sang as Director	For	For	For
28-Sep-23	Diageo Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
28-Sep-23		2	Approve Remuneration Report	For	For	For
28-Sep-23		3	Approve Remuneration Policy	For	For	For
28-Sep-23		4	Approve Long Term Incentive Plan	For	For	For
28-Sep-23		5	Approve Final Dividend	For	For	For
28-Sep-23		6	Elect Debra Crew as Director	For	For	For
28-Sep-23		7	Re-elect Javier Ferran as Director	For	For	For
28-Sep-23		8	Re-elect Lavanya Chandrashekar as Director	For	For	For
28-Sep-23		9	Re-elect Susan Kilsby as Director	For	For	For
28-Sep-23		10	Re-elect Melissa Bethell as Director	For	For	For
28-Sep-23		11	Re-elect Karen Blackett as Director	For	For	For
28-Sep-23		12	Re-elect Valerie Chapoulaud-Floquet as Director	For	For	For
28-Sep-23		13	Re-elect Sir John Manzoni as Director	For	For	For
28-Sep-23		14	Re-elect Alan Stewart as Director	For	For	For
28-Sep-23		15	Re-elect Ireena Vittal as Director	For	For	For
28-Sep-23		16	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	For
28-Sep-23		17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For
28-Sep-23		18	Authorise UK Political Donations and Expenditure	For	For	For
28-Sep-23		19	Authorise Issue of Equity	For	For	For
28-Sep-23		20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
28-Sep-23	Diageo Plc	21	Authorise Market Purchase of Ordinary Shares	For	For	For
28-Sep-23		22	Adopt New Articles of Association	For	For	For
28-Sep-23		23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
28-Sep-23	Vector Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
21-Sep-23	FedEx Corporation	1a	Elect Director Marvin R. Ellison	For	For	For
21-Sep-23		1b	Elect Director Stephen E. Gorman	For	For	For
21-Sep-23		1c	Elect Director Susan Patricia Griffith	For	For	For
21-Sep-23		1d	Elect Director Amy B. Lane	For	For	For
21-Sep-23		1e	Elect Director R. Brad Martin	For	For	For
21-Sep-23		1f	Elect Director Nancy A. Norton	For	For	For
21-Sep-23		1g	Elect Director Frederick P. Perpall	For	For	For
21-Sep-23		1h	Elect Director Joshua Cooper Ramo	For	For	For
21-Sep-23		1i	Elect Director Susan C. Schwab	For	For	For
21-Sep-23		1j	Elect Director Frederick W. Smith	For	For	For
21-Sep-23		1k	Elect Director David P. Steiner	For	For	For
21-Sep-23		1l	Elect Director Rajesh Subramaniam	For	For	For
21-Sep-23		1m	Elect Director Paul S. Walsh	For	For	For
21-Sep-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
21-Sep-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
21-Sep-23		4	Ratify Ernst & Young LLP as Auditors	For	For	For
21-Sep-23		5	Amend Clawback Policy	Against	For	For
21-Sep-23		6	Report on Just Transition	Against	For	For
21-Sep-23		7	Adopt a Paid Sick Leave Policy	Against	For	For
21-Sep-23		8	Report on Climate Risk in Retirement Plan Options	Against	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
19-Sep-23	Mercury NZ Limited	1	Elect Hannah Hamling as Director	For	For	For
19-Sep-23		2	Elect Scott St John as Director	For	For	For
19-Sep-23		3	Elect Adrian Littlewood as Director	For	For	For
19-Sep-23		4	Elect Mark Binns as Director	For	For	For
12-Sep-23	NIKE, Inc.	1a	Elect Director Cathleen Benko	For	For	For
12-Sep-23		1b	Elect Director Alan B. Graf, Jr.	For	For	For
12-Sep-23		1c	Elect Director John Rogers, Jr.	For	Withhold	Withhold
12-Sep-23		1d	Elect Director Robert Swan	For	For	For
12-Sep-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
12-Sep-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
12-Sep-23		4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
12-Sep-23		5	Report on Median Gender/Racial Pay Gap	Against	For	For
12-Sep-23	6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	Against	For	For	
29-Aug-23	Fisher & Paykel Healthcare Corporation Limited	1	Elect Pip Greenwood as Director	For	For	For
29-Aug-23		2	Authorize Board to Fix Remuneration of the Auditors	For	For	For
29-Aug-23		3	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	Against	For
29-Aug-23		4	Approve Issuance of Performance Share Rights to Lewis Gradon	For	For	For
29-Aug-23		5	Approve Issuance of Options to Lewis Gradon	For	For	For
17-Aug-23	Infratil Limited	1	Elect Peter Springford as Director	For	For	For
17-Aug-23		2	Elect Anne Urlwin as Director	For	For	For
17-Aug-23		3	Approve Payment of FY2022 Incentive Fee by Share Issue (2022 Scrip Option) to Morrison & Co Infrastructure Management Limited	For	For	For
17-Aug-23		4	Approve Payment of FY2023 Incentive Fee by Share Issue (2023 Scrip Option) to Morrison & Co Infrastructure Management Limited	For	For	For
17-Aug-23		5	Approve the Increase in Maximum Aggregate Remuneration of Directors	For	Against	For
17-Aug-23		6	Authorize Board to Fix Remuneration of the Auditors	For	For	For
03-Aug-23	Aroa Biosurgery Limited	1	Elect John Diddams as Director	For	Against	Against
03-Aug-23		2	Elect Catherine Mohr as Director	For	For	For
03-Aug-23		3	Authorize Board to Fix Remuneration of the Auditors	For	For	For
03-Aug-23		4	Approve Grant of Options to Catherine Mohr	For	Against	For
03-Aug-23		5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	Against	For
27-Jul-23	Mainfreight Limited	1	Elect Bryan Mogridge as Director	For		Against
27-Jul-23		2	Authorize Board to Fix Remuneration of the Auditors	For		For
27-Jul-23	Macquarie Group Limited	2a	Elect Nicola M Wakefield Evans as Director	For	For	For
27-Jul-23		2b	Elect Susan Lloyd-Hurwitz as Director	For	For	For
27-Jul-23		3	Adopt Remuneration Report	For	Against	Against
27-Jul-23		4	Approve Termination Benefits	For	For	For
27-Jul-23		5	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	For	For	For
27-Jul-23	Ryman Healthcare Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
27-Jul-23		2	Elect Dean Hamilton as Director	For	For	For
27-Jul-23		3	Elect James Miller as Director	For	For	For
27-Jul-23		4	Elect Paula Jeffs as Director	For	For	For
27-Jul-23		5	Elect Claire Higgins as Director	For	For	For
29-Jun-23	Stride Property Group	1	Authorize Board to Fix Remuneration of the Auditor of Stride Property Limited	For	For	For
29-Jun-23		1	Authorize Board to Fix Remuneration of the Auditor of Stride Investment Management Limited	For	For	For
29-Jun-23		2	Elect Tracey Jones as Director	For	For	For
29-Jun-23		3	Elect Michelle Tierney as Director	For	For	For
29-Jun-23		4	Approve Increase in Remuneration of Directors	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
28-Jun-23	Serko Limited	1	Elect Claudia Batten as Director	For	For	For
28-Jun-23		2	Authorize Board to Fix Remuneration of the Auditors	For	For	For
28-Jun-23	Goodman Property Trust	1	The Purpose of the Meeting is to Review the Recent FY23 Results, Investment Strategy and the Current Business Outlook. It is also an Opportunity for Unitholders to Ask Questions of Directors, Executives, the Auditors and the Trustee.			
28-Jun-23	Investore Property Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
28-Jun-23		2	Elect Adrian Walker as Director	For	For	For
28-Jun-23		3	Approve Increase in Directors' Remuneration	For	For	For
28-Jun-23	Kiwi Property Group Limited	1	Elect Simon Shakesheff as Director	For	For	For
28-Jun-23		2	Elect Carlie Eve as Director	For	For	For
28-Jun-23		3	Elect Peter Alexander as Director	For	For	For
20-Jun-23	Argosy Property Limited	1	Elect Rachel Winder as Director	For	For	For
20-Jun-23		2	Elect Martin Stearne as Director	For	For	For
20-Jun-23		3	Authorize Board to Fix Remuneration of the Auditors	For	For	For
20-Jun-23	Amadeus IT Group SA	1	Approve Consolidated and Standalone Financial Statements	For	For	For
20-Jun-23		2	Approve Non-Financial Information Statement	For	For	For
20-Jun-23		3	Advisory Vote on Remuneration Report	For	For	For
20-Jun-23		4	Approve Allocation of Income and Dividends	For	For	For
20-Jun-23		5	Approve Discharge of Board	For	For	For
20-Jun-23		6.1	Elect Frits Dirk van Paasschen as Director	For	For	For
20-Jun-23		6.2	Reelect William Connelly as Director	For	For	For
20-Jun-23		6.3	Reelect Luis Maroto Camino as Director	For	For	For
20-Jun-23		6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	For	For	For
20-Jun-23		6.5	Reelect Stephan Gemkow as Director	For	For	For
20-Jun-23		6.6	Reelect Peter Kuerpick as Director	For	For	For
20-Jun-23		6.7	Reelect Xiaoqun Clever as Director	For	For	For
20-Jun-23		7	Approve Remuneration of Directors	For	For	For
20-Jun-23	8	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For	
16-Jun-23	T-Mobile US, Inc.	1.1	Elect Director Andre Almeida	For	Withhold	Withhold
16-Jun-23		1.2	Elect Director Marcelo Claire	For	Withhold	Withhold
16-Jun-23		1.3	Elect Director Srikant M. Datar	For	For	For
16-Jun-23		1.4	Elect Director Srinivasan Gopalan	For	Withhold	Withhold
16-Jun-23		1.5	Elect Director Timotheus Hottges	For	Withhold	Withhold
16-Jun-23		1.6	Elect Director Christian P. Illek	For	Withhold	Withhold
16-Jun-23		1.7	Elect Director Raphael Kubler	For	Withhold	Withhold
16-Jun-23		1.8	Elect Director Thorsten Langheim	For	Withhold	Withhold
16-Jun-23		1.9	Elect Director Dominique Leroy	For	Withhold	Withhold
16-Jun-23		1.10	Elect Director Letitia A. Long	For	For	For
16-Jun-23		1.11	Elect Director G. Michael Sievert	For	Withhold	Withhold
16-Jun-23		1.12	Elect Director Teresa A. Taylor	For	For	For
16-Jun-23		1.13	Elect Director Kelvin R. Westbrook	For	For	For
16-Jun-23		2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
16-Jun-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
16-Jun-23		4	Advisory Vote on Say on Pay Frequency	Three Years	One Year	One Year
16-Jun-23	5	Approve Omnibus Stock Plan	For	For	For	
16-Jun-23	6	Amend Qualified Employee Stock Purchase Plan	For	For	For	

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
07-Jun-23	Comcast Corporation	1.1	Elect Director Kenneth J. Bacon	For	Withhold	Withhold
07-Jun-23		1.2	Elect Director Thomas J. Baltimore, Jr.	For	For	For
07-Jun-23		1.3	Elect Director Madeline S. Bell	For	Withhold	Withhold
07-Jun-23		1.4	Elect Director Edward D. Breen	For	For	For
07-Jun-23		1.5	Elect Director Gerald L. Hassell	For	For	For
07-Jun-23		1.6	Elect Director Jeffrey A. Honickman	For	Withhold	Withhold
07-Jun-23		1.7	Elect Director Maritza G. Montiel	For	For	For
07-Jun-23		1.8	Elect Director Asuka Nakahara	For	For	For
07-Jun-23		1.9	Elect Director David C. Novak	For	For	For
07-Jun-23		1.10	Elect Director Brian L. Roberts	For	For	For
07-Jun-23		2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
07-Jun-23	3	Approve Omnibus Stock Plan	For	For	Against	
07-Jun-23	4	Amend Qualified Employee Stock Purchase Plan	For	For	For	
07-Jun-23	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
07-Jun-23	6	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
07-Jun-23	7	Oversee and Report on a Racial Equity Audit	Against	Against	Against	
07-Jun-23	8	Report on Climate Risk in Retirement Plan Options	Against	Against	Against	
07-Jun-23	9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	Against	Against	Against	
07-Jun-23	10	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	For	
07-Jun-23	11	Report on Risks Related to Operations in China	Against	Against	Against	
06-Jun-23	Booking Holdings Inc.	1.1	Elect Director Glenn D. Fogel	For	For	For
06-Jun-23		1.2	Elect Director Mirian M. Graddick-Weir	For	For	For
06-Jun-23		1.3	Elect Director Wei Hopeman	For	For	For
06-Jun-23		1.4	Elect Director Robert J. Mylod, Jr.	For	For	For
06-Jun-23		1.5	Elect Director Charles H. Noski	For	For	For
06-Jun-23		1.6	Elect Director Larry Quinlan	For	For	For
06-Jun-23		1.7	Elect Director Nicholas J. Read	For	For	For
06-Jun-23		1.8	Elect Director Thomas E. Rothman	For	For	For
06-Jun-23		1.9	Elect Director Sumit Singh	For	For	For
06-Jun-23		1.10	Elect Director Lynn Vojvodich Radakovich	For	For	For
06-Jun-23		1.11	Elect Director Vanessa A. Wittman	For	For	For
06-Jun-23	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
06-Jun-23	3	Ratify Deloitte & Touche LLP as Auditors	For	For	For	
06-Jun-23	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
06-Jun-23	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against	Against	



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
06-Jun-23	Cognizant Technology Solutions Corporation	1a	Elect Director Zein Abdalla	For	For	For
06-Jun-23		1b	Elect Director Vinita Bali	For	For	For
06-Jun-23		1c	Elect Director Eric Branderiz	For	For	For
06-Jun-23		1d	Elect Director Archana Deskus	For	For	For
06-Jun-23		1e	Elect Director John M. Dineen	For	For	For
06-Jun-23		1f	Elect Director Nella Domenici	For	For	For
06-Jun-23		1g	Elect Director Ravi Kumar S	For	For	For
06-Jun-23		1h	Elect Director Leo S. Mackay, Jr.	For	For	For
06-Jun-23		1i	Elect Director Michael Patsalos-Fox	For	For	For
06-Jun-23		1j	Elect Director Stephen J. Rohleder	For	For	For
06-Jun-23		1k	Elect Director Abraham "Bram" Schot	For	For	For
06-Jun-23		1l	Elect Director Joseph M. Velli	For	For	For
06-Jun-23		1m	Elect Director Sandra S. Wijnberg	For	For	For
06-Jun-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
06-Jun-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
06-Jun-23		4	Approve Omnibus Stock Plan	For	For	For
06-Jun-23		5	Amend Qualified Employee Stock Purchase Plan	For	For	For
06-Jun-23	6	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
06-Jun-23	7	Amend Bylaws	Against	Against	Against	
06-Jun-23	8	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against	Against	
26-May-23	Lowe's Companies, Inc.	1.1	Elect Director Raul Alvarez	For	For	For
26-May-23		1.2	Elect Director David H. Batchelder	For	For	For
26-May-23		1.3	Elect Director Scott H. Baxter	For	For	For
26-May-23		1.4	Elect Director Sandra B. Cochran	For	For	For
26-May-23		1.5	Elect Director Laurie Z. Douglas	For	For	For
26-May-23		1.6	Elect Director Richard W. Dreiling	For	For	For
26-May-23		1.7	Elect Director Marvin R. Ellison	For	For	For
26-May-23		1.8	Elect Director Daniel J. Heinrich	For	For	For
26-May-23		1.9	Elect Director Brian C. Rogers	For	For	For
26-May-23		1.10	Elect Director Bertram L. Scott	For	For	For
26-May-23		1.11	Elect Director Colleen Taylor	For	For	For
26-May-23		1.12	Elect Director Mary Beth West	For	For	For
26-May-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
26-May-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
26-May-23		4	Ratify Deloitte & Touche LLP as Auditors	For	For	For
26-May-23	5	Require Independent Board Chair	Against	Against	Against	
25-May-23	Vista Group International Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
24-May-23	Thermo Fisher Scientific Inc.	1a	Elect Director Marc N. Casper	For	For	For
24-May-23		1b	Elect Director Nelson J. Chai	For	For	For
24-May-23		1c	Elect Director Ruby R. Chandy	For	For	For
24-May-23		1d	Elect Director C. Martin Harris	For	For	For
24-May-23		1e	Elect Director Tyler Jacks	For	For	For
24-May-23		1f	Elect Director R. Alexandra Keith	For	For	For
24-May-23		1g	Elect Director James C. Mullen	For	For	For
24-May-23		1h	Elect Director Lars R. Sorensen	For	For	For
24-May-23		1i	Elect Director Debora L. Spar	For	For	For
24-May-23		1j	Elect Director Scott M. Sperling	For	For	For
24-May-23		1k	Elect Director Dion J. Weisler	For	For	For
24-May-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
24-May-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
24-May-23		4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
24-May-23	5	Amend Omnibus Stock Plan	For	For	For	
24-May-23	6	Approve Qualified Employee Stock Purchase Plan	For	For	For	
24-May-23	Fidelity National Information Services, Inc.	1a	Elect Director Lee Adrean	For	For	For
24-May-23		1b	Elect Director Ellen R. Alemany	For	For	For
24-May-23		1c	Elect Director Mark D. Benjamin	For	For	For
24-May-23		1d	Elect Director Vijay G. D'Silva	For	For	For
24-May-23		1e	Elect Director Stephanie L. Ferris	For	For	For
24-May-23		1f	Elect Director Jeffrey A. Goldstein	For	For	For
24-May-23		1g	Elect Director Lisa A. Hook	For	For	For
24-May-23		1h	Elect Director Kenneth T. Lamneck	For	For	For
24-May-23		1i	Elect Director Gary L. Lauer	For	For	For
24-May-23		1j	Elect Director Louise M. Parent	For	For	For
24-May-23		1k	Elect Director Brian T. Shea	For	For	For
24-May-23		1l	Elect Director James B. Stallings, Jr.	For	For	For
24-May-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
24-May-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
24-May-23	4	Ratify KPMG LLP as Auditors	For	For	For	



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
24-May-23	Amazon.com, Inc.	1a	Elect Director Jeffrey P. Bezos	For	For	For
24-May-23		1b	Elect Director Andrew R. Jassy	For	For	For
24-May-23		1c	Elect Director Keith B. Alexander	For	For	For
24-May-23		1d	Elect Director Edith W. Cooper	For	Against	Against
24-May-23		1e	Elect Director Jamie S. Gorelick	For	For	For
24-May-23		1f	Elect Director Daniel P. Huttenlocher	For	Against	Against
24-May-23		1g	Elect Director Judith A. McGrath	For	Against	Against
24-May-23		1h	Elect Director Indra K. Nooyi	For	For	For
24-May-23		1i	Elect Director Jonathan J. Rubinstein	For	For	For
24-May-23		1j	Elect Director Patricia Q. Stonesifer	For	For	For
24-May-23		1k	Elect Director Wendell P. Weeks	For	For	For
24-May-23		2	Ratify Ratification of Ernst & Young LLP as Auditors	For	For	For
24-May-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
24-May-23		4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
24-May-23		5	Amend Omnibus Stock Plan	For	For	For
24-May-23		6	Report on Climate Risk in Retirement Plan Options	Against	Against	Against
24-May-23		7	Report on Customer Due Diligence	Against	For	For
24-May-23		8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	Against	Against	Against
24-May-23		9	Report on Government Take Down Requests	Against	Against	Against
24-May-23		10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Against	For	For
24-May-23		11	Publish a Tax Transparency Report	Against	Against	Against
24-May-23		12	Report on Climate Lobbying	Against	For	For
24-May-23		13	Report on Median and Adjusted Gender/Racial Pay Gaps	Against	For	For
24-May-23	14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against	Against	Against	
24-May-23	15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	Against	Against	
24-May-23	16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against	For	For	
24-May-23	17	Consider Pay Disparity Between Executives and Other Employees	Against	Against	Against	
24-May-23	18	Report on Animal Welfare Standards	Against	Against	Against	
24-May-23	19	Establish a Public Policy Committee	Against	Against	Against	
24-May-23	20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	For	For	
24-May-23	21	Commission a Third Party Audit on Working Conditions	Against	For	For	
24-May-23	22	Report on Efforts to Reduce Plastic Use	Against	For	For	
24-May-23	23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against	For	For	



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
24-May-23	PayPal Holdings, Inc.	1a	Elect Director Rodney C. Adkins	For	For	For
24-May-23		1b	Elect Director Jonathan Christodoro	For	For	For
24-May-23		1c	Elect Director John J. Donahoe	For	For	For
24-May-23		1d	Elect Director David W. Dorman	For	For	For
24-May-23		1e	Elect Director Belinda J. Johnson	For	For	For
24-May-23		1f	Elect Director Enrique Lores	For	For	For
24-May-23		1g	Elect Director Gail J. McGovern	For	For	For
24-May-23		1h	Elect Director Deborah M. Messemer	For	For	For
24-May-23		1i	Elect Director David M. Moffett	For	For	For
24-May-23		1j	Elect Director Ann M. Sarnoff	For	For	For
24-May-23		1k	Elect Director Daniel H. Schulman	For	For	For
24-May-23		1l	Elect Director Frank D. Yeary	For	For	For
24-May-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
24-May-23		3	Amend Omnibus Stock Plan	For	For	For
24-May-23		4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
24-May-23		5	Adopt a Policy on Services in Conflict Zones	Against	Against	Against
24-May-23		6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against	Against	Against
24-May-23		7	Report on PayPal's Nondiscriminatory Provision of Financial Services - Withdrawn			
24-May-23		8	Report on Ensuring Respect for Civil Liberties	Against	Against	Against
24-May-23	9	Adopt Majority Vote Standard for Director Elections	Against	Against	Against	
23-May-23	Waters Corporation	1.1	Elect Director Flemming Ornskov	For	For	For
23-May-23		1.2	Elect Director Linda Baddour	For	For	For
23-May-23		1.3	Elect Director Udit Batra	For	For	For
23-May-23		1.4	Elect Director Dan Brennan	For	For	For
23-May-23		1.5	Elect Director Richard Fearon	For	For	For
23-May-23		1.6	Elect Director Pearl S. Huang	For	For	For
23-May-23		1.7	Elect Director Wei Jiang	For	For	For
23-May-23		1.8	Elect Director Christopher A. Kuebler	For	For	For
23-May-23		1.9	Elect Director Mark Vergnano	For	For	For
23-May-23		2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
23-May-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
23-May-23		4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
18-May-23		The Charles Schwab Corporation	1a	Elect Director Marianne C. Brown	For	For
18-May-23	1b		Elect Director Frank C. Herring	For	For	For
18-May-23	1c		Elect Director Gerri K. Martin-Flickinger	For	For	For
18-May-23	1d		Elect Director Todd M. Ricketts	For	For	For
18-May-23	1e		Elect Director Carolyn Schwab-Pomerantz	For	For	For
18-May-23	2		Ratify Deloitte & Touche LLP as Auditors	For	For	For
18-May-23	3		Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
18-May-23	4		Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
18-May-23	5		Report on Gender/Racial Pay Gap	Against	For	For
18-May-23	6	Report on Risks Related to Discrimination Against Individuals Including Political Views	Against	Against	Against	





Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction	
18-May-23	Advanced Micro Devices, Inc.	1a	Elect Director Nora M. Denzel	For	For	For	
18-May-23		1b	Elect Director Mark Durcan	For	For	For	
18-May-23		1c	Elect Director Michael P. Gregoire	For	For	For	
18-May-23		1d	Elect Director Joseph A. Householder	For	For	For	
18-May-23		1e	Elect Director John W. Marren	For	For	For	
18-May-23		1f	Elect Director Jon A. Olson	For	For	For	
18-May-23		1g	Elect Director Lisa T. Su	For	For	For	
18-May-23		1h	Elect Director Abhi Y. Talwalkar	For	For	For	
18-May-23		1i	Elect Director Elizabeth W. Vanderslice	For	For	For	
18-May-23		2	Approve Omnibus Stock Plan	For	For	For	
18-May-23		3	Ratify Ernst & Young LLP as Auditors	For	For	For	
18-May-23		4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For	
18-May-23		5	Advisory Vote on Say on Pay Frequency	For	For	For	
16-May-23		Deutsche Boerse AG	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)			
16-May-23			2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	For	For	For
16-May-23	3		Approve Discharge of Management Board for Fiscal Year 2022	For	For	For	
16-May-23	4		Approve Discharge of Supervisory Board for Fiscal Year 2022	For	For	For	
16-May-23	5.1		Approve Virtual-Only Shareholder Meetings Until 2025	For	For	For	
16-May-23	5.2		Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For	For	
16-May-23	5.3		Amend Articles Re: AGM Convocation	For	For	For	
16-May-23	6		Amend Articles Re: Registration in the Share Register	For	For	For	
16-May-23	7		Approve Remuneration Report	For	For	For	
16-May-23	8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	For	For		
11-May-23	Precinct Properties New Zealand Limited	1	Approve Replacement of Constitution	For	For	For	
11-May-23	Martin Marietta Materials, Inc.	1.1	Elect Director Dorothy M. Ables	For	For	For	
11-May-23		1.2	Elect Director Sue W. Cole	For	For	For	
11-May-23		1.3	Elect Director Anthony R. Foxx	For	For	For	
11-May-23		1.4	Elect Director John J. Koraleski	For	For	For	
11-May-23		1.5	Elect Director C. Howard Nye	For	For	For	
11-May-23		1.6	Elect Director Laree E. Perez	For	For	For	
11-May-23		1.7	Elect Director Thomas H. Pike	For	For	For	
11-May-23		1.8	Elect Director Michael J. Quillen	For	For	For	
11-May-23		1.9	Elect Director Donald W. Slager	For	For	For	
11-May-23		1.10	Elect Director David C. Wajsgas	For	For	For	
11-May-23		2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For	
11-May-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against	
11-May-23		4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
11-May-23		5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	Against	For	For	



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
10-May-23	Nutrien Ltd.	1.1	Elect Director Christopher M. Burley	For	For	For
10-May-23		1.2	Elect Director Maura J. Clark	For	For	For
10-May-23		1.3	Elect Director Russell K. Girling	For	For	For
10-May-23		1.4	Elect Director Michael J. Hennigan	For	For	For
10-May-23		1.5	Elect Director Miranda C. Hubbs	For	For	For
10-May-23		1.6	Elect Director Raj S. Kushwaha	For	For	For
10-May-23		1.7	Elect Director Alice D. Laberge	For	For	For
10-May-23		1.8	Elect Director Consuelo E. Madere	For	For	For
10-May-23		1.9	Elect Director Keith G. Martell	For	For	For
10-May-23		1.10	Elect Director Aaron W. Regent	For	For	For
10-May-23		1.11	Elect Director Ken A. Seitz	For	For	For
10-May-23		1.12	Elect Director Nelson L. C. Silva	For	For	For
10-May-23		2	Ratify KPMG LLP as Auditors	For	For	For
10-May-23		3	Advisory Vote on Executive Compensation Approach	For	For	For
09-May-23	Danaher Corporation	1a	Elect Director Rainer M. Blair	For	For	For
09-May-23		1b	Elect Director Feroz Dewan	For	For	For
09-May-23		1c	Elect Director Linda Filler	For	For	For
09-May-23		1d	Elect Director Teri List	For	Against	Against
09-May-23		1e	Elect Director Walter G. Lohr, Jr.	For	For	For
09-May-23		1f	Elect Director Jessica L. Mega	For	For	For
09-May-23		1g	Elect Director Mitchell P. Rales	For	For	For
09-May-23		1h	Elect Director Steven M. Rales	For	For	For
09-May-23		1i	Elect Director Pardis C. Sabeti	For	For	For
09-May-23		1j	Elect Director A. Shane Sanders	For	Against	Against
09-May-23		1k	Elect Director John T. Schwieters	For	Against	Against
09-May-23		1l	Elect Director Alan G. Spoon	For	For	For
09-May-23		1m	Elect Director Raymond C. Stevens	For	Against	Against
09-May-23		1n	Elect Director Elias A. Zerhouni	For	For	For
09-May-23		2	Ratify Ernst & Young LLP as Auditors	For	For	For
09-May-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
09-May-23	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
09-May-23	5	Require Independent Board Chair	Against	For	For	
09-May-23	6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against	Against	Against	
09-May-23	Arthur J. Gallagher & Co.	1a	Elect Director Sherry S. Barrat	For	For	For
09-May-23		1b	Elect Director William L. Bax	For	For	For
09-May-23		1c	Elect Director Teresa H. Clarke	For	For	For
09-May-23		1d	Elect Director D. John Coldman	For	For	For
09-May-23		1e	Elect Director J. Patrick Gallagher, Jr.	For	For	For
09-May-23		1f	Elect Director David S. Johnson	For	For	For
09-May-23		1g	Elect Director Christopher C. Miskel	For	For	For
09-May-23		1h	Elect Director Ralph J. Nicoletti	For	For	For
09-May-23		1i	Elect Director Norman L. Rosenthal	For	For	For
09-May-23		2	Ratify Ernst & Young LLP as Auditors	For	For	For
09-May-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
09-May-23	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
09-May-23	5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	For	For	For	

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
09-May-23	3M Company	1a	Elect Director Thomas "Tony" K. Brown	For	For	For
09-May-23		1b	Elect Director Anne H. Chow	For	For	For
09-May-23		1c	Elect Director David B. Dillon	For	For	For
09-May-23		1d	Elect Director Michael L. Eskew	For	For	For
09-May-23		1e	Elect Director James R. Fitterling	For	For	For
09-May-23		1f	Elect Director Amy E. Hood	For	For	For
09-May-23		1g	Elect Director Suzan Kereere	For	For	For
09-May-23		1h	Elect Director Gregory R. Page	For	For	For
09-May-23		1i	Elect Director Pedro J. Pizarro	For	For	For
09-May-23		1j	Elect Director Michael F. Roman	For	For	For
09-May-23		2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
09-May-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
09-May-23		4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
04-May-23	Schneider Electric SE	1	Approve Financial Statements and Statutory Reports	For	For	For
04-May-23		2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For
04-May-23		3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	For	For	For
04-May-23		4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	For
04-May-23		5	Approve Compensation Report of Corporate Officers	For	For	For
04-May-23		6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	For	Against	Against
04-May-23		7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	For	For	For
04-May-23		8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	For	For	For
04-May-23		9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	For	For	For
04-May-23		10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	For	For	For
04-May-23		11	Approve Remuneration Policy of Directors	For	For	For
04-May-23		12	Reelect Leo Apotheker as Director	For	For	For
04-May-23		13	Reelect Gregory Spierkel as Director	For	For	For
04-May-23		14	Reelect Lip-Bu Tan as Director	For	For	For
04-May-23		15	Elect Abhay Parasnis as Director	For	For	For
04-May-23		16	Elect Giulia Chierchia as Director	For	For	For
04-May-23		17	Approve Company's Climate Transition Plan	For	For	For
04-May-23		18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
04-May-23		19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	For	For
04-May-23		20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For	For	For
04-May-23		21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	For	For	For
04-May-23		22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	For	For	For
04-May-23		23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	For	For	For
04-May-23		24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For	For	For
04-May-23		25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For
04-May-23		26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For
04-May-23		27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For
04-May-23		28	Authorize Filing of Required Documents/Other Formalities	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
04-May-23	Boston Scientific Corporation	1a	Elect Director Nelda J. Connors	For	For	For
04-May-23		1b	Elect Director Charles J. Dockendorff	For	For	For
04-May-23		1c	Elect Director Yoshiaki Fujimori	For	For	For
04-May-23		1d	Elect Director Edward J. Ludwig	For	For	For
04-May-23		1e	Elect Director Michael F. Mahoney	For	For	For
04-May-23		1f	Elect Director David J. Roux	For	For	For
04-May-23		1g	Elect Director John E. Sununu	For	For	For
04-May-23		1h	Elect Director David S. Wichmann	For	For	For
04-May-23		1i	Elect Director Ellen M. Zane	For	For	For
04-May-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
04-May-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
04-May-23	4	Ratify Ernst & Young LLP as Auditors	For	For	For	
03-May-23	Reckitt Benckiser Group Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
03-May-23		2	Approve Remuneration Report	For	For	For
03-May-23		3	Approve Final Dividend	For	For	For
03-May-23		4	Re-elect Andrew Bonfield as Director	For	For	For
03-May-23		5	Re-elect Olivier Bohuon as Director	For	For	For
03-May-23		6	Re-elect Jeff Carr as Director	For	For	For
03-May-23		7	Re-elect Margherita Della Valle as Director	For	For	For
03-May-23		8	Re-elect Nicandro Durante as Director	For	For	For
03-May-23		9	Re-elect Mary Harris as Director	For	For	For
03-May-23		10	Re-elect Mehmood Khan as Director	For	For	For
03-May-23		11	Re-elect Pam Kirby as Director	For	For	For
03-May-23		12	Re-elect Chris Sinclair as Director	For	For	For
03-May-23		13	Re-elect Elane Stock as Director	For	For	For
03-May-23		14	Re-elect Alan Stewart as Director	For	For	For
03-May-23		15	Elect Jeremy Darroch as Director	For	For	For
03-May-23		16	Elect Tamara Ingram as Director	For	For	For
03-May-23		17	Reappoint KPMG LLP as Auditors	For	For	For
03-May-23		18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For
03-May-23		19	Authorise UK Political Donations and Expenditure	For	For	For
03-May-23		20	Authorise Issue of Equity	For	For	For
03-May-23		21	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
03-May-23		22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For
03-May-23		23	Authorise Market Purchase of Ordinary Shares	For	For	For
03-May-23		24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
03-May-23	Unilever Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
03-May-23		2	Approve Remuneration Report	For	Against	Against
03-May-23		3	Re-elect Nils Andersen as Director	For	For	For
03-May-23		4	Re-elect Judith Hartmann as Director	For	For	For
03-May-23		5	Re-elect Adrian Hennah as Director	For	For	For
03-May-23		6	Re-elect Alan Jope as Director	For	For	For
03-May-23		7	Re-elect Andrea Jung as Director	For	For	For
03-May-23		8	Re-elect Susan Kilsby as Director	For	For	For
03-May-23		9	Re-elect Ruby Lu as Director	For	For	For
03-May-23		10	Re-elect Strive Masiyiwa as Director	For	For	For
03-May-23		11	Re-elect Youngme Moon as Director	For	For	For
03-May-23		12	Re-elect Graeme Pitkethly as Director	For	For	For
03-May-23		13	Re-elect Feike Sijbesma as Director	For	For	For
03-May-23		14	Elect Nelson Peltz as Director	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
03-May-23	Unilever Plc	15	Elect Hein Schumacher as Director	For	For	For
03-May-23		16	Reappoint KPMG LLP as Auditors	For	For	For
03-May-23		17	Authorise Board to Fix Remuneration of Auditors	For	For	For
03-May-23		18	Authorise UK Political Donations and Expenditure	For	For	For
03-May-23		19	Authorise Issue of Equity	For	For	For
03-May-23		20	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
03-May-23		21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For
03-May-23		22	Authorise Market Purchase of Ordinary Shares	For	For	For
03-May-23		23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
03-May-23	S&P Global Inc.	1.1	Elect Director Marco Alvera	For	For	For
03-May-23		1.2	Elect Director Jacques Esculier	For	For	For
03-May-23		1.3	Elect Director Gay Huey Evans	For	For	For
03-May-23		1.4	Elect Director William D. Green	For	For	For
03-May-23		1.5	Elect Director Stephanie C. Hill	For	For	For
03-May-23		1.6	Elect Director Rebecca Jacoby	For	For	For
03-May-23		1.7	Elect Director Robert P. Kelly	For	For	For
03-May-23		1.8	Elect Director Ian Paul Livingston	For	For	For
03-May-23		1.9	Elect Director Deborah D. McWhinney	For	For	For
03-May-23		1.10	Elect Director Maria R. Morris	For	For	For
03-May-23		1.11	Elect Director Douglas L. Peterson	For	For	For
03-May-23		1.12	Elect Director Richard E. Thornburgh	For	For	For
03-May-23		1.13	Elect Director Gregory Washington	For	For	For
03-May-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
03-May-23	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year	
03-May-23	4	Ratify Ernst & Young LLP as Auditors	For	For	For	
02-May-23	American Express Company	1a	Elect Director Thomas J. Baltimore	For	For	For
02-May-23		1b	Elect Director John J. Brennan	For	For	For
02-May-23		1c	Elect Director Peter Chernin	For	For	For
02-May-23		1d	Elect Director Walter J. Clayton, III	For	For	For
02-May-23		1e	Elect Director Ralph de la Vega	For	For	For
02-May-23		1f	Elect Director Theodore J. Leonsis	For	For	For
02-May-23		1g	Elect Director Deborah P. Majoras	For	For	For
02-May-23		1h	Elect Director Karen L. Parkhill	For	For	For
02-May-23		1i	Elect Director Charles E. Phillips	For	For	For
02-May-23		1j	Elect Director Lynn A. Pike	For	For	For
02-May-23		1k	Elect Director Stephen J. Squeri	For	For	For
02-May-23		1l	Elect Director Daniel L. Vasella	For	For	For
02-May-23		1m	Elect Director Lisa W. Wardell	For	For	For
02-May-23		1n	Elect Director Christopher D. Young	For	For	For
02-May-23		2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
02-May-23		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
02-May-23		4	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
02-May-23	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	For	
02-May-23	6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against	Against	Against	
01-May-23	Eli Lilly and Company	1a	Elect Director William G. Kaelin, Jr.	For	For	For
01-May-23		1b	Elect Director David A. Ricks	For	For	For
01-May-23		1c	Elect Director Marschall S. Runge	For	For	For
01-May-23		1d	Elect Director Karen Walker	For	For	For
01-May-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
01-May-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
01-May-23	Eli Lilly and Company	4	Ratify Ernst & Young LLP as Auditors	For	For	For
01-May-23		5	Declassify the Board of Directors	For	For	For
01-May-23		6	Eliminate Supermajority Vote Requirement	For	For	For
01-May-23		7	Report on Lobbying Payments and Policy	Against	For	For
01-May-23		8	Adopt Simple Majority Vote	Against	For	For
01-May-23		9	Report on Impact of Extended Patent Exclusivities on Product Access	Against	Against	Against
01-May-23		10	Report on Risks of Supporting Abortion	Against	Against	Against
01-May-23		11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	Against	For	For
01-May-23		12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	Against	For	For
01-May-23		13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against	Against	Against
27-Apr-23	London Stock Exchange Group Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
27-Apr-23		2	Approve Final Dividend	For	For	For
27-Apr-23		3	Approve Remuneration Report	For	For	For
27-Apr-23		4	Approve Remuneration Policy	For	For	For
27-Apr-23		5	Re-elect Dominic Blakemore as Director	For	For	For
27-Apr-23		6	Re-elect Martin Brand as Director	For	For	For
27-Apr-23		7	Re-elect Kathleen DeRose as Director	For	For	For
27-Apr-23		8	Re-elect Tsega Gebreyes as Director	For	For	For
27-Apr-23		9	Re-elect Cressida Hogg as Director	For	For	For
27-Apr-23		10	Re-elect Anna Manz as Director	For	For	For
27-Apr-23		11	Re-elect Val Rahmani as Director	For	For	For
27-Apr-23		12	Re-elect Don Robert as Director	For	For	For
27-Apr-23		13	Re-elect David Schwimmer as Director	For	For	For
27-Apr-23		14	Re-elect Douglas Steenland as Director	For	For	For
27-Apr-23		15	Re-elect Ashok Vaswani as Director	For	For	For
27-Apr-23		16	Elect Scott Guthrie as Director	For	For	For
27-Apr-23		17	Elect William Vereker as Director	For	For	For
27-Apr-23		18	Reappoint Ernst & Young LLP as Auditors	For	For	For
27-Apr-23		19	Authorise Board to Fix Remuneration of Auditors	For	For	For
27-Apr-23		20	Authorise Issue of Equity	For	For	For
27-Apr-23		21	Authorise UK Political Donations and Expenditure	For	For	For
27-Apr-23		22	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
27-Apr-23		23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For
27-Apr-23		24	Authorise Market Purchase of Ordinary Shares	For	For	For
27-Apr-23		25	Authorise Off-Market Purchase of Shares from Consortium Shareholders	For	For	For
27-Apr-23		26	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
27-Apr-23	Pushpay Holdings Limited	1	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Pegasus Bidco Limited	For	For	For
27-Apr-23	Texas Instruments Incorporated	1a	Elect Director Mark A. Blinn	For	For	For
27-Apr-23		1b	Elect Director Todd M. Bludorn	For	For	For
27-Apr-23		1c	Elect Director Janet F. Clark	For	For	For
27-Apr-23		1d	Elect Director Carrie S. Cox	For	For	For
27-Apr-23		1e	Elect Director Martin S. Craighead	For	For	For
27-Apr-23		1f	Elect Director Curtis C. Farmer	For	For	For
27-Apr-23		1g	Elect Director Jean M. Hobby	For	For	For
27-Apr-23		1h	Elect Director Haviv Ilan	For	For	For
27-Apr-23		1i	Elect Director Ronald Kirk	For	For	For
27-Apr-23		1j	Elect Director Pamela H. Patsley	For	For	For
27-Apr-23		1k	Elect Director Robert E. Sanchez	For	For	For
27-Apr-23		1l	Elect Director Richard K. Templeton	For	For	For
27-Apr-23		2	Amend Qualified Employee Stock Purchase Plan	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
27-Apr-23	Texas Instruments Incorporated	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
27-Apr-23		4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
27-Apr-23		5	Ratify Ernst & Young LLP as Auditors	For	For	For
27-Apr-23		6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For
27-Apr-23		7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	Against	Against	Against
26-Apr-23	Summerset Group Holdings Ltd.	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
26-Apr-23		2	Elect Andrew Wong as Director	For	For	For
26-Apr-23		3	Elect Venasio-Lorenzo Crawley as Director	For	For	For
26-Apr-23		4	Elect Fiona Oliver as Director	For	For	For
26-Apr-23	The Cigna Group	1a	Elect Director David M. Cordani	For	For	For
26-Apr-23		1b	Elect Director William J. DeLaney	For	For	For
26-Apr-23		1c	Elect Director Eric J. Foss	For	For	For
26-Apr-23		1d	Elect Director Elder Granger	For	For	For
26-Apr-23		1e	Elect Director Neesha Hathi	For	For	For
26-Apr-23		1f	Elect Director George Kurian	For	For	For
26-Apr-23		1g	Elect Director Kathleen M. Mazzarella	For	For	For
26-Apr-23		1h	Elect Director Mark B. McClellan	For	For	For
26-Apr-23		1i	Elect Director Kimberly A. Ross	For	For	For
26-Apr-23		1j	Elect Director Eric C. Wiseman	For	For	For
26-Apr-23		1k	Elect Director Donna F. Zarcone	For	For	For
26-Apr-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
26-Apr-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
26-Apr-23		4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
26-Apr-23		5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For	For
26-Apr-23	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For	
26-Apr-23	7	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	For	
26-Apr-23	Aptiv PLC	1a	Elect Director Kevin P. Clark	For	For	For
26-Apr-23		1b	Elect Director Richard L. (Rick) Clemmer	For	For	For
26-Apr-23		1c	Elect Director Nancy E. Cooper	For	For	For
26-Apr-23		1d	Elect Director Joseph L. (Jay) Hooley	For	For	For
26-Apr-23		1e	Elect Director Merit E. Janow	For	For	For
26-Apr-23		1f	Elect Director Sean O. Mahoney	For	For	For
26-Apr-23		1g	Elect Director Paul M. Meister	For	For	For
26-Apr-23		1h	Elect Director Robert K. (Kelly) Ortberg	For	For	For
26-Apr-23		1i	Elect Director Colin J. Parris	For	For	For
26-Apr-23		1j	Elect Director Ana G. Pinczuk	For	For	For
26-Apr-23		2	Ratify Ernst & Young LLP as Auditors	For	For	For
26-Apr-23	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Against	



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
25-Apr-23	Canadian National Railway Company	1A	Elect Director Shauneen Bruder	For	For	For
25-Apr-23		1B	Elect Director Jo-ann dePass Olsovsky	For	For	For
25-Apr-23		1C	Elect Director David Freeman	For	For	For
25-Apr-23		1D	Elect Director Denise Gray	For	For	For
25-Apr-23		1E	Elect Director Justin M. Howell	For	For	For
25-Apr-23		1F	Elect Director Susan C. Jones	For	For	For
25-Apr-23		1G	Elect Director Robert Knight	For	For	For
25-Apr-23		1H	Elect Director Michel Letellier	For	For	For
25-Apr-23		1I	Elect Director Margaret A. McKenzie	For	For	For
25-Apr-23		1J	Elect Director Al Monaco	For	For	For
25-Apr-23		1K	Elect Director Tracy Robinson	For	For	For
25-Apr-23		2	Ratify KPMG LLP as Auditors	For	For	For
25-Apr-23		3	Advisory Vote on Executive Compensation Approach	For	For	For
25-Apr-23		4	Management Advisory Vote on Climate Change	For	For	For
25-Apr-23	Charter Communications, Inc.	1a	Elect Director W. Lance Conn	For	For	For
25-Apr-23		1b	Elect Director Kim C. Goodman	For	For	For
25-Apr-23		1c	Elect Director Craig A. Jacobson	For	For	For
25-Apr-23		1d	Elect Director Gregory B. Maffei	For	Against	Against
25-Apr-23		1e	Elect Director John D. Markley, Jr.	For	For	For
25-Apr-23		1f	Elect Director David C. Merritt	For	For	For
25-Apr-23		1g	Elect Director James E. Meyer	For	For	For
25-Apr-23		1h	Elect Director Steven A. Miron	For	For	For
25-Apr-23		1i	Elect Director Balan Nair	For	For	For
25-Apr-23		1j	Elect Director Michael A. Newhouse	For	For	For
25-Apr-23		1k	Elect Director Mauricio Ramos	For	For	For
25-Apr-23		1l	Elect Director Thomas M. Rutledge	For	For	For
25-Apr-23		1m	Elect Director Eric L. Zinterhofer	For	For	For
25-Apr-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
25-Apr-23		3	Advisory Vote on Say on Pay Frequency	Three Years	One Year	One Year
25-Apr-23	4	Ratify KPMG LLP as Auditors	For	For	For	
25-Apr-23	5	Report on Lobbying Payments and Policy	Against	For	For	
21-Apr-23	L'Oreal SA	1	Approve Financial Statements and Statutory Reports	For	For	For
21-Apr-23		2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For
21-Apr-23		3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	For	For	For
21-Apr-23		4	Reelect Sophie Bellon as Director	For	For	For
21-Apr-23		5	Reelect Fabienne Dulac as Director	For	For	For
21-Apr-23		6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	For	For	For
21-Apr-23		7	Approve Compensation Report of Corporate Officers	For	Against	Against
21-Apr-23		8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	For	For
21-Apr-23		9	Approve Compensation of Nicolas Hieronimus, CEO	For	For	For
21-Apr-23		10	Approve Remuneration Policy of Directors	For	For	For
21-Apr-23		11	Approve Remuneration Policy of Chairman of the Board	For	For	For
21-Apr-23		12	Approve Remuneration Policy of CEO	For	For	For
21-Apr-23		13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
21-Apr-23		14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	For	For	For
21-Apr-23		15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For	For
21-Apr-23		16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For	For	For
21-Apr-23		17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
21-Apr-23	L'Oreal SA	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	For
21-Apr-23		19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	For	For	For
21-Apr-23		20	Approve Contribution in Kind of 1,277,836 Shares from L'Oreal International Distribution, its Valuation and Remuneration	For	For	For
21-Apr-23		21	Authorize Filing of Required Documents/Other Formalities	For	For	For
20-Apr-23	PPG Industries, Inc.	1.1	Elect Director Stephen F. Angel	For	For	For
20-Apr-23		1.2	Elect Director Hugh Grant	For	For	For
20-Apr-23		1.3	Elect Director Melanie L. Healey	For	For	For
20-Apr-23		1.4	Elect Director Timothy M. Knavish	For	For	For
20-Apr-23		1.5	Elect Director Guillermo Novo	For	For	For
20-Apr-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
20-Apr-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
20-Apr-23		4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
20-Apr-23	5	Require Independent Board Chair	Against	For	For	
20-Apr-23	LVMH Moet Hennessy Louis Vuitton SE	1	Approve Financial Statements and Statutory Reports	For	For	For
20-Apr-23		2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For
20-Apr-23		3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	For	For	For
20-Apr-23		4	Approve Auditors' Special Report on Related-Party Transactions	For	Against	Against
20-Apr-23		5	Reelect Delphine Arnault as Director	For	Against	Against
20-Apr-23		6	Reelect Antonio Belloni as Director	For	Against	Against
20-Apr-23		7	Reelect Marie-Josée Kravis as Director	For	Against	Against
20-Apr-23		8	Reelect Marie-Laure Sauty de Chalon as Director	For	For	For
20-Apr-23		9	Reelect Natacha Valla as Director	For	For	For
20-Apr-23		10	Elect Laurent Mignon as Director	For	For	For
20-Apr-23		11	Renew Appointment of Lord Powell of Bayswater as Censor	For	Against	Against
20-Apr-23		12	Appoint Diego Della Valle as Censor	For	Against	Against
20-Apr-23		13	Approve Compensation Report of Corporate Officers	For	Against	Against
20-Apr-23		14	Approve Compensation of Bernard Arnault, Chairman and CEO	For	Against	Against
20-Apr-23		15	Approve Compensation of Antonio Belloni, Vice-CEO	For	Against	Against
20-Apr-23		16	Approve Remuneration Policy of Directors	For	For	For
20-Apr-23		17	Approve Remuneration Policy of Chairman and CEO	For	Against	Against
20-Apr-23		18	Approve Remuneration Policy of Vice-CEO	For	Against	Against
20-Apr-23		19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
20-Apr-23		20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For
20-Apr-23		21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For	For	For
20-Apr-23		22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For	For	For
20-Apr-23		23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	For	Against	Against
20-Apr-23		24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	For	Against	Against
20-Apr-23		25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	Against
20-Apr-23		26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	For	Against	Against
20-Apr-23		27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	For
20-Apr-23		28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	For	Against	Against
20-Apr-23		29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For
20-Apr-23		30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
20-Apr-23	RELX Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
20-Apr-23		2	Approve Remuneration Policy	For	For	For
20-Apr-23		3	Approve Remuneration Report	For	For	For
20-Apr-23		4	Approve Final Dividend	For	For	For
20-Apr-23		5	Reappoint Ernst & Young LLP as Auditors	For	For	For
20-Apr-23		6	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For
20-Apr-23		7	Elect Alistair Cox as Director	For	For	For
20-Apr-23		8	Re-elect Paul Walker as Director	For	For	For
20-Apr-23		9	Re-elect June Felix as Director	For	For	For
20-Apr-23		10	Re-elect Erik Engstrom as Director	For	For	For
20-Apr-23		11	Re-elect Charlotte Hogg as Director	For	For	For
20-Apr-23		12	Re-elect Marike van Lier Lels as Director	For	For	For
20-Apr-23		13	Re-elect Nick Luff as Director	For	For	For
20-Apr-23		14	Re-elect Robert MacLeod as Director	For	For	For
20-Apr-23		15	Re-elect Andrew Sukawaty as Director	For	For	For
20-Apr-23		16	Re-elect Suzanne Wood as Director	For	For	For
20-Apr-23		17	Approve Long-Term Incentive Plan	For	For	For
20-Apr-23		18	Approve Executive Share Ownership Scheme	For	For	For
20-Apr-23		RELX Plc	19	Approve Sharesave Plan	For	For
20-Apr-23	20		Approve Employee Share Purchase Plan	For	For	For
20-Apr-23	21		Authorise Issue of Equity	For	For	For
20-Apr-23	22		Authorise Issue of Equity without Pre-emptive Rights	For	For	For
20-Apr-23	23		Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For
20-Apr-23	24		Authorise Market Purchase of Ordinary Shares	For	For	For
20-Apr-23	25		Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
19-Apr-23	NZX Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
19-Apr-23		2	Elect Rachel Walsh as Director	For	For	For
19-Apr-23		3	Elect Paula Rebstock as Director	For	For	For
19-Apr-23		4	Elect Frank Aldridge as Director	For	For	For
19-Apr-23		5	Approve the Increase in Directors' Fee Pool	For	For	For
18-Apr-23	Moody's Corporation	1a	Elect Director Jorge A. Bermudez	For	For	For
18-Apr-23		1b	Elect Director Therese Esperdy	For	For	For
18-Apr-23		1c	Elect Director Robert Fauber	For	For	For
18-Apr-23		1d	Elect Director Vincent A. Forlenza	For	For	For
18-Apr-23		1e	Elect Director Kathryn M. Hill	For	For	For
18-Apr-23		1f	Elect Director Lloyd W. Howell, Jr.	For	For	For
18-Apr-23		1g	Elect Director Jose M. Minaya	For	For	For
18-Apr-23		1h	Elect Director Leslie F. Seidman	For	For	For
18-Apr-23		1i	Elect Director Zig Serafin	For	For	For
18-Apr-23		1j	Elect Director Bruce Van Saun	For	For	For
18-Apr-23		2	Amend Omnibus Stock Plan	For	For	For
18-Apr-23		3	Ratify KPMG LLP as Auditors	For	For	For
18-Apr-23		4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
18-Apr-23		5	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
29-Mar-23	Genmab A/S	1	Receive Report of Board			
29-Mar-23		2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	For	For
29-Mar-23		3	Approve Allocation of Income and Omission of Dividends	For	For	For
29-Mar-23		4	Approve Remuneration Report (Advisory Vote)	For	For	For
29-Mar-23		5.a	Reelect Deirdre P. Connelly as Director	For	For	For
29-Mar-23		5.b	Reelect Pernille Erenbjerg as Director	For	For	For
29-Mar-23		5.c	Reelect Rolf Hoffmann as Director	For	For	For
29-Mar-23		5.d	Reelect Elizabeth O'Farrell as Director	For	For	For
29-Mar-23		5.e	Reelect Paolo Paoletti as Director	For	For	For
29-Mar-23		5.f	Reelect Anders Gersel Pedersen as Director	For	For	For
29-Mar-23		6	Ratify PricewaterhouseCoopers as Auditors	For	For	For
29-Mar-23		7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	For	Against	Against
29-Mar-23		7.b	Amend Remuneration Policy	For	Against	Against
29-Mar-23		7.c	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	Against	Against
29-Mar-23	7.d	Authorize Share Repurchase Program	For	For	For	
29-Mar-23	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	For	
29-Mar-23	9	Other Business				
29-Mar-23	Property For Industry Limited	1	Elect Angela Bull as Director	For	For	For
29-Mar-23		2	Elect Anthony Beverley as Director	For	For	For
29-Mar-23		3	Elect Carolyn Steele as Director	For	For	For
29-Mar-23		4	Elect Dean Bracewell as Director	For	For	For
29-Mar-23		5	Authorize Board to Fix Remuneration of the Auditors	For	For	For
29-Mar-23		6	Approve the Proposed Increase in Remuneration of Directors	For	For	For
28-Mar-23	AUB Group Limited	1	Approve Issuance of Performance Share Rights to Michael Emmett under the Long Term Incentive Plan	For	For	For
23-Mar-23	Novo Nordisk A/S	1	Receive Report of Board			
23-Mar-23		2	Accept Financial Statements and Statutory Reports	For	For	For
23-Mar-23		3	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	For	For	For
23-Mar-23		4	Approve Remuneration Report (Advisory Vote)	For	For	For
23-Mar-23		5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	For	For	For
23-Mar-23		5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	For	For	For
23-Mar-23		5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	For	For
23-Mar-23		6.1	Reelect Helge Lund as Board Chairman	For	For	For
23-Mar-23		6.2	Reelect Henrik Poulsen as Vice Chairman	For	For	For
23-Mar-23		6.3a	Reelect Laurence Debroux as Director	For	For	For
23-Mar-23		6.3b	Reelect Andreas Fibig as Director	For	For	For
23-Mar-23		6.3c	Reelect Sylvie Gregoire as Director	For	For	For
23-Mar-23		6.3d	Reelect Kasim Kutay as Director	For	For	For
23-Mar-23		6.3e	Reelect Christina Law as Director	For	For	For
23-Mar-23		6.3f	Reelect Martin Mackay as Director	For	For	For
23-Mar-23		7	Ratify Deloitte as Auditor	For	For	For
23-Mar-23		8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	For	For
23-Mar-23		8.2	Authorize Share Repurchase Program	For	For	For
23-Mar-23		8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	For	For	For
23-Mar-23		8.4	Product Pricing Proposal	Against	Against	Against
23-Mar-23	9	Other Business				
03-Mar-23	Pushpay Holdings Limited	1	Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Pegasus Bidco Limited	For	For	Against

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
01-Feb-23	Accenture Plc	1a	Elect Director Jaime Ardila	For	For	For
01-Feb-23		1b	Elect Director Nancy McKinstry	For	For	For
01-Feb-23		1c	Elect Director Beth E. Mooney	For	For	For
01-Feb-23		1d	Elect Director Gilles C. Pelisson	For	For	For
01-Feb-23		1e	Elect Director Paula A. Price	For	For	For
01-Feb-23		1f	Elect Director Venkata (Murthy) Renduchintala	For	For	For
01-Feb-23		1g	Elect Director Arun Sarin	For	For	For
01-Feb-23		1h	Elect Director Julie Sweet	For	For	For
01-Feb-23		1i	Elect Director Tracey T. Travis	For	For	For
01-Feb-23		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
01-Feb-23		3	Advisory Vote on Say on Pay Frequency	One Year	One Year	One Year
01-Feb-23		4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	For
01-Feb-23		5	Renew the Board's Authority to Issue Shares Under Irish Law	For	For	For
01-Feb-23		6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For	For
01-Feb-23		7	Determine Price Range for Reissuance of Treasury Shares	For	For	For

\*Institutional Shareholder Services (ISS) is Mint's proxy voting provider (<https://www.issgovernance.com/>). ISS provide Mint with voting recommendations. Prior to 1 July 2023, these recommendations were based on the Standard policy. On 1 July 2023, this policy was upgraded to a Sustainability policy which has a higher bar on ESG matters.

