

# VOTE SUMMARY REPORT

Date range covered : 07/01/2023 to 06/30/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MAWER GBAL

## RS Group Plc

**Meeting Date:** 07/13/2023

**Country:** United Kingdom

**Ticker:** RS1

**Record Date:** 07/11/2023

**Meeting Type:** Annual

**Primary Security ID:** G29848101

**Shares Voted:** 876,632

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Alex Baldock as Director	Mgmt	For	For
5	Re-elect Louisa Burdett as Director	Mgmt	For	For
6	Re-elect Rona Fairhead as Director	Mgmt	For	For
7	Re-elect Navneet Kapoor as Director	Mgmt	For	For
8	Re-elect Bessie Lee as Director	Mgmt	For	For
9	Re-elect Simon Pryce as Director	Mgmt	For	For
10	Re-elect David Sleath as Director	Mgmt	For	For
11	Re-elect Joan Wainwright as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Brembo SpA

Meeting Date: 07/27/2023

Country: Italy

Ticker: BRE

Record Date: 07/18/2023

Meeting Type: Extraordinary  
Shareholders

Primary Security ID: T2204N116

Shares Voted: 340,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Approve Change in the Location of the Company's Registered Headquarters to Amsterdam (Netherlands); Adopt New Bylaws	Mgmt	For	Against

## TSURUHA Holdings, Inc.

Meeting Date: 08/10/2023

Country: Japan

Ticker: 3391

Record Date: 05/15/2023

Meeting Type: Annual

Primary Security ID: J9348C105

Shares Voted: 15,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tsuruha, Tatsuru	Mgmt	For	For
1.2	Elect Director Tsuruha, Jun	Mgmt	For	For
1.3	Elect Director Ogawa, Hisaya	Mgmt	For	For
1.4	Elect Director Murakami, Shoichi	Mgmt	For	For
1.5	Elect Director Yahata, Masahiro	Mgmt	For	For
1.6	Elect Director Tanaka, Wakana	Mgmt	For	For
1.7	Elect Director Okuno, Hiroshi	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Ofune, Masahiro	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Sato, Harumi	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Okazaki, Takuya	Mgmt	For	For
3.1	Appoint Shareholder Director and Audit Committee Member Nominee Gohara, Nobuo	SH	Against	Against
3.2	Appoint Shareholder Director and Audit Committee Member Nominee Nakamura, Motohiko	SH	Against	Against
3.3	Appoint Shareholder Director and Audit Committee Member Nominee Nakahata, Yuko	SH	Against	Against
4.1	Appoint Shareholder Director Nominee Tamagami, Muneto	SH	Against	Against

## TSURUHA Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.2	Appoint Shareholder Director Nominee Ikeda, Akiko	SH	Against	Against
5	Remove Incumbent Director and Audit Committee Member Fujii, Fumiyo	SH	Against	Against
6	Approve Compensation for Outside Directors Who Are Not Audit Committee Members	SH	Against	Against
7	Approve Compensation for Outside Directors Who Are Audit Committee Members	SH	Against	Against
8	Amend Restricted Stock Plan	SH	Against	Against
9	Amend Restricted Stock Plan	SH	Against	Against
10	Amend Articles to Abolish Company Chairperson and Company Vice Chairperson Posts	SH	Against	Against
11	Amend Articles to Separate Chairperson of the Board and CEO, and Appoint Outside Director as Board Chairperson	SH	Against	Against

## Kusuri No Aoki Holdings Co., Ltd.

**Meeting Date:** 08/17/2023      **Country:** Japan      **Ticker:** 3549  
**Record Date:** 05/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** J37526100

Shares Voted: 22,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Add Provisions on Management Philosophy	Mgmt	For	For
2.1	Elect Director Aoki, Yasutoshi	Mgmt	For	Against
2.2	Elect Director Aoki, Hironori	Mgmt	For	Against
2.3	Elect Director Aoki, Takanori	Mgmt	For	Against
2.4	Elect Director Yahata, Ryoichi	Mgmt	For	Against
2.5	Elect Director Iijima, Hitoshi	Mgmt	For	Against
2.6	Elect Director Okada, Motoya	Mgmt	For	For
2.7	Elect Director Yanagida, Naoki	Mgmt	For	Against
2.8	Elect Director Koshida, Toshiya	Mgmt	For	Against
2.9	Elect Director Inoue, Yoshiko	Mgmt	For	Against
2.10	Elect Director Fujii, Hiromitsu	Mgmt	For	Against
3	Appoint Alternate Statutory Auditor Morioka, Shinichi	Mgmt	For	For
4	Appoint Shareholder Director Nominee Ikei, Yoshiaki	SH	Against	Against

## Kusuri No Aoki Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Amend Articles to Appoint Lead Independent Director	SH	Against	For
6	Amend Articles to Establish Advisory Nominating and Compensation Committee	SH	Against	For
7	Amend Compensation for Outside Directors	SH	Against	Against
8	Approve Restricted Stock Plan	SH	Against	Against

## Alimentation Couche-Tard Inc.

**Meeting Date:** 09/07/2023      **Country:** Canada      **Ticker:** ATD  
**Record Date:** 07/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 01626P148

**Shares Voted:** 749,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
2.1	Elect Director Alain Bouchard	Mgmt	For	For
2.2	Elect Director Louis Vachon	Mgmt	For	For
2.3	Elect Director Jean Bernier	Mgmt	For	For
2.4	Elect Director Karinne Bouchard	Mgmt	For	For
2.5	Elect Director Eric Boyko	Mgmt	For	Against
2.6	Elect Director Marie-Eve D'Amours	Mgmt	For	For
2.7	Elect Director Janice L. Fields	Mgmt	For	For
2.8	Elect Director Eric Fortin	Mgmt	For	For
2.9	Elect Director Richard Fortin	Mgmt	For	For
2.10	Elect Director Brian Hannasch	Mgmt	For	For
2.11	Elect Director Melanie Kau	Mgmt	For	For
2.12	Elect Director Marie-Josée Lamothe	Mgmt	For	For
2.13	Elect Director Monique F. Leroux	Mgmt	For	For
2.14	Elect Director Real Plourde	Mgmt	For	For
2.15	Elect Director Daniel Rabinowicz	Mgmt	For	For
2.16	Elect Director Louis Tetu	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against

# FedEx Corporation

**Meeting Date:** 09/21/2023

**Country:** USA

**Ticker:** FDX

**Record Date:** 07/27/2023

**Meeting Type:** Annual

**Primary Security ID:** 31428X106

**Shares Voted:** 61,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For
1d	Elect Director Amy B. Lane	Mgmt	For	For
1e	Elect Director R. Brad Martin	Mgmt	For	For
1f	Elect Director Nancy A. Norton	Mgmt	For	For
1g	Elect Director Frederick P. Perpall	Mgmt	For	For
1h	Elect Director Joshua Cooper Ramo	Mgmt	For	For
1i	Elect Director Susan C. Schwab	Mgmt	For	For
1j	Elect Director Frederick W. Smith	Mgmt	For	For
1k	Elect Director David P. Steiner	Mgmt	For	For
1l	Elect Director Rajesh Subramaniam	Mgmt	For	For
1m	Elect Director Paul S. Walsh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Amend Clawback Policy	SH	Against	For
6	Report on Just Transition	SH	Against	Against
7	Adopt a Paid Sick Leave Policy	SH	Against	Against
8	Report on Climate Risk in Retirement Plan Options	SH	Against	Against

# XP Inc.

**Meeting Date:** 10/06/2023

**Country:** Cayman Islands

**Ticker:** XP

**Record Date:** 09/08/2023

**Meeting Type:** Annual

**Primary Security ID:** G98239109

**Shares Voted:** 750,052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Elect Director Frederico Seabra de Carvalho	Mgmt	For	For
3	Elect Directors	Mgmt	For	For
4	Amend Articles of Association	Mgmt	For	For

**The Procter & Gamble Company**

Meeting Date: 10/10/2023      Country: USA      Ticker: PG  
 Record Date: 08/11/2023      Meeting Type: Annual  
 Primary Security ID: 742718109

Shares Voted: 63,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For
1d	Elect Director Angela F. Braly	Mgmt	For	For
1e	Elect Director Amy L. Chang	Mgmt	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For
1h	Elect Director Debra L. Lee	Mgmt	For	For
1i	Elect Director Terry J. Lundgren	Mgmt	For	For
1j	Elect Director Christine M. McCarthy	Mgmt	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	SH	Against	Against
6	Report on Risks Related to Operations in China	SH	Against	Against
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	For

# Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 78,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against
8	Report on Risks of Weapons Development	SH	Against	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Against
10	Publish a Tax Transparency Report	SH	Against	Against
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against

## Softcat Plc

**Meeting Date:** 12/13/2023

**Country:** United Kingdom

**Ticker:** SCT

**Record Date:** 12/11/2023

**Meeting Type:** Annual

**Primary Security ID:** G8251T108

**Shares Voted:** 293,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Approve Special Dividend	Mgmt	For	For
5	Re-elect Graeme Watt as Director	Mgmt	For	For
6	Re-elect Graham Charlton as Director	Mgmt	For	For
7	Elect Katy Mecklenburgh as Director	Mgmt	For	For
8	Re-elect Vin Murria as Director	Mgmt	For	For
9	Re-elect Robyn Perriss as Director	Mgmt	For	For
10	Re-elect Lynne Weedall as Director	Mgmt	For	For
11	Elect Mayank Prakash as Director	Mgmt	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Diploma Plc

**Meeting Date:** 01/17/2024

**Country:** United Kingdom

**Ticker:** DPLM

**Record Date:** 01/15/2024

**Meeting Type:** Annual

**Primary Security ID:** G27664112



Shares Voted: 64,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect David Lowden as Director	Mgmt	For	For
4	Re-elect Johnny Thomson as Director	Mgmt	For	For
5	Re-elect Chris Davies as Director	Mgmt	For	For
6	Re-elect Andy Smith as Director	Mgmt	For	For
7	Re-elect Anne Thorburn as Director	Mgmt	For	For
8	Elect Jennifer Ward as Director	Mgmt	For	For
9	Re-elect Geraldine Huse as Director	Mgmt	For	For
10	Re-elect Dean Finch as Director	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
13	Approve Remuneration Report	Mgmt	For	For
14	Authorise Issue of Equity	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
18	Approve Matters Relating to the Dividend Rectification	Mgmt	None	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Intuit Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: INTU

Record Date: 11/20/2023

Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 7,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For

## Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against

## Visa Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: V

Record Date: 11/24/2023

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 34,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For
1e	Elect Director Teri L. List	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For
5	Adjourn Meeting	Mgmt	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Accenture plc

Meeting Date: 01/31/2024      Country: Ireland      Ticker: ACN  
 Record Date: 12/04/2023      Meeting Type: Annual  
 Primary Security ID: G1151C101

Shares Voted: 14,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Martin Bruder Muller	Mgmt	For	For
1c	Elect Director Alan Jope	Mgmt	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For

## Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

## CGI Inc.

**Meeting Date:** 01/31/2024      **Country:** Canada      **Ticker:** GIB.A  
**Record Date:** 12/04/2023      **Meeting Type:** Annual  
**Primary Security ID:** 12532H104

**Shares Voted:** 244,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shares	Mgmt		
1.1	Elect Director Sophie Brochu	Mgmt	For	For
1.2	Elect Director George A. Cope	Mgmt	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For
1.4	Elect Director Julie Godin	Mgmt	For	For
1.5	Elect Director Serge Godin	Mgmt	For	For
1.6	Elect Director Andre Imbeau	Mgmt	For	For
1.7	Elect Director Gilles Labbe	Mgmt	For	For
1.8	Elect Director Michael B. Pedersen	Mgmt	For	For
1.9	Elect Director Stephen S. Poloz	Mgmt	For	For
1.10	Elect Director Mary G. Powell	Mgmt	For	For
1.11	Elect Director Alison C. Reed	Mgmt	For	For
1.12	Elect Director Michael E. Roach	Mgmt	For	For
1.13	Elect Director George D. Schindler	Mgmt	For	For
1.14	Elect Director Kathy N. Waller	Mgmt	For	For
1.15	Elect Director Frank Witter	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
	Shareholder Proposals	Mgmt		
3	SP 1: Approve Incentive Compensation Relating to ESG Goals	SH	Against	Against
4	SP 2: Approve In-person Annual Shareholder Meetings with Complementary Virtual Meetings	SH	Against	Against

Meeting Date: 03/21/2024

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: W3R06F100

Shares Voted: 164,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President, Chairmen and Auditor Review	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c6	Approve Discharge of Bjorn Gulden	Mgmt	For	For
8.c7	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c8	Approve Discharge of Torbjorn Loof	Mgmt	For	For
8.c9	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For
8.c12	Approve Discharge of Louise Svanberg	Mgmt	For	For
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth	Mgmt	For	For
9	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For

## Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Reelect Ewa Bjorling as Director	Mgmt	For	For
12.b	Reelect Maria Carell as Director	Mgmt	For	For
12.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.d	Reelect Magnus Groth as Director	Mgmt	For	For
12.e	Reelect Jan Gurander as Director	Mgmt	For	For
12.f	Reelect Torbjorn Loof as Director	Mgmt	For	For
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For
12.h	Reelect Barbara Milian Thoralfsson as Director	Mgmt	For	For
12.i	Elect Karl Aberg as New Director	Mgmt	For	For
13	Elect Jan Gurander as Board Chair	Mgmt	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	Against
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	Against
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

## Novo Nordisk A/S

**Meeting Date:** 03/21/2024

**Country:** Denmark

**Ticker:** NOVO.B

**Record Date:** 03/14/2024

**Meeting Type:** Annual

**Primary Security ID:** K72807140

**Shares Voted:** 202,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
9	Other Business	Mgmt		

## LVMH Moët Hennessy Louis Vuitton SE

**Meeting Date:** 04/18/2024

**Country:** France

**Ticker:** MC

**Record Date:** 04/16/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F58485115

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Antoine Arnault as Director	Mgmt	For	For
6	Elect Henri de Castries as Director	Mgmt	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	For
8	Elect Frederic Arnault as Director	Mgmt	For	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For



Meeting Date: 04/18/2024

Country: Switzerland

Ticker: NESN

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 113,912

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	Against
1.3	Approve Non-Financial Report	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	Against
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	For
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	Against
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	Against
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	Against
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For

## Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	Against
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	Against
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
	Shareholder Proposal	Mgmt		
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Against	Against
	Management Proposal	Mgmt		
8	Transact Other Business (Voting)	Mgmt	Against	Abstain

## Orkla ASA

**Meeting Date:** 04/18/2024

**Country:** Norway

**Ticker:** ORK

**Record Date:** 04/11/2024

**Meeting Type:** Annual

**Primary Security ID:** R67787102

**Shares Voted:** 1,275,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6 Per Share	Mgmt	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For
4	Discuss Company's Corporate Governance Statement	Mgmt		
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For
6.4	Reelect Christina Fagerberg as Director	Mgmt	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For
6.6	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For

## Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.7	Elect Bengt Arve Rem as New Director	Mgmt	For	For
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For
8.1	Elect Anders Christian Stray Ryssdal as Members of Nominating Committee	Mgmt	For	For
8.2	Elect Kjetil Houg as Members of Nominating Committee	Mgmt	For	For
8.3	Elect Rebekka Glasser Herlofsen as Members of Nominating Committee	Mgmt	For	For
9	Elect Anders Christian Stray Ryssdal as Chair of Nominating Committee	Mgmt	For	For
10	Approve Remuneration of Directors	Mgmt	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For
12	Approve Remuneration of Auditors	Mgmt	For	For

## De'Longhi SpA

**Meeting Date:** 04/19/2024

**Country:** Italy

**Ticker:** DLG

**Record Date:** 04/10/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** T3508H102

**Shares Voted:** 197,782

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
4	Approve 2024-2026 Performance Shares Plan	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Articles 5-bis and 7	Mgmt	For	Against
2	Authorize Board to Increase Capital to Service 2024-2026 Performance Shares Plan	Mgmt	For	For

## Brembo SpA

**Meeting Date:** 04/23/2024

**Country:** Netherlands

**Ticker:** BRE

**Record Date:** 04/12/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** T2204N157

**Shares Voted:** 20,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
5	Approve Remuneration Policy	Mgmt	For	For
6	Approve Second Section of the Remuneration Report	Mgmt	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For
	Extraordinary Business	Mgmt		
1.1	Amend Company Bylaws Re: Article 4	Mgmt	For	For
1.2	Amend Company Bylaws Re: Article 5	Mgmt	For	Against
1.3	Amend Company Bylaws Re: New Article 45	Mgmt	For	Against

## Bunzl Plc

**Meeting Date:** 04/24/2024

**Country:** United Kingdom

**Ticker:** BNZL

**Record Date:** 04/22/2024

**Meeting Type:** Annual

**Primary Security ID:** G16968110

**Shares Voted:** 404,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For
6	Re-elect Lloyd Pitchford as Director	Mgmt	For	For
7	Re-elect Stephan Nanninga as Director	Mgmt	For	For

## Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Vin Murria as Director	Mgmt	For	For
9	Re-elect Pam Kirby as Director	Mgmt	For	For
10	Re-elect Jacky Simmonds as Director	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
13	Approve Remuneration Policy	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Approve Long Term Incentive Plan	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Admiral Group Plc

**Meeting Date:** 04/25/2024

**Country:** United Kingdom

**Ticker:** ADM

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** G0110T106

**Shares Voted:** 462,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Remuneration Policy	Mgmt	For	Against
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Michael Rogers as Director	Mgmt	For	For
6	Re-elect Milena Mondini-de-Focatis as Director	Mgmt	For	For
7	Re-elect Geraint Jones as Director	Mgmt	For	For
8	Re-elect Evelyn Bourke as Director	Mgmt	For	For
9	Re-elect Michael Brierley as Director	Mgmt	For	For
10	Re-elect Andrew Crossley as Director	Mgmt	For	For

## Admiral Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Re-elect Karen Green as Director	Mgmt	For	For
12	Elect Fiona Muldoon as Director	Mgmt	For	For
13	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For
14	Re-elect Justine Roberts as Director	Mgmt	For	For
15	Re-elect William Roberts as Director	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	Against
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Eurofins Scientific SE

**Meeting Date:** 04/25/2024      **Country:** Luxembourg      **Ticker:** ERF  
**Record Date:** 04/11/2024      **Meeting Type:** Annual/Special  
**Primary Security ID:** L31839134

**Shares Voted:** 92,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive and Approve Board's Reports	Mgmt	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Financial Statements	Mgmt	For	For
6	Approve Allocation of Income	Mgmt	For	For
7	Approve Discharge of Directors	Mgmt	For	For

## Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Discharge of Auditors	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	Against
10	Approve Remuneration Report	Mgmt	For	Against
11	Reelect Gilles Martin as Executive Director	Mgmt	For	For
12	Reelect Yves-Loic Martin as Non-Executive Director	Mgmt	For	Against
13	Reelect Valerie Hanote as Executive Director	Mgmt	For	Against
14	Reelect Pascal Rakovsky as Non-Executive Director	Mgmt	For	For
15	Reelect Patrizia Luchetta as Non-Executive Director	Mgmt	For	For
16	Reelect Evie Roos as Non-Executive Director	Mgmt	For	For
17	Elect Erica Monfardini as Non-Executive Director	Mgmt	For	For
18	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	Mgmt	For	For
19	Approve Attendance Fees of Directors	Mgmt	For	For
20	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	Mgmt	For	For
21	Approve Share Repurchase Program	Mgmt	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
	Extraordinary Meeting Agenda	Mgmt		
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
2	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Mgmt	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

## Heineken Holding NV

**Meeting Date:** 04/25/2024

**Country:** Netherlands

**Ticker:** HEIO

**Record Date:** 03/28/2024

**Meeting Type:** Annual

**Primary Security ID:** N39338194

## Heineken Holding NV

Shares Voted: 86,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Report of Management Board (Non-Voting)	Mgmt		
2	Discussion on Company's Corporate Governance Structure	Mgmt		
3	Approve Remuneration Report	Mgmt	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5	Discussion on Allocation of Income	Mgmt		
6	Approve Discharge of Directors	Mgmt	For	For
7.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7.b	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Reelect J.F.M.L. van Boxmeer as Director	Mgmt	For	For
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For

## Johnson & Johnson

Meeting Date: 04/25/2024

Country: USA

Ticker: JNJ

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 75,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For



## Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For
1m	Elect Director Eugene A. Woods	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH		

## RELX Plc

**Meeting Date:** 04/25/2024      **Country:** United Kingdom      **Ticker:** REL  
**Record Date:** 04/23/2024      **Meeting Type:** Annual  
**Primary Security ID:** G7493L105

Shares Voted: 217,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Elect Bianca Tetteroo as Director	Mgmt	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For
11	Re-elect June Felix as Director	Mgmt	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For

## RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## S&P Global Inc.

**Meeting Date:** 05/01/2024

**Country:** USA

**Ticker:** SPGI

**Record Date:** 03/11/2024

**Meeting Type:** Annual

**Primary Security ID:** 78409V104

**Shares Voted:** 17,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For
1.4	Elect Director William D. Green	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For
1.8	Elect Director Ian P. Livingston	Mgmt	For	For
1.9	Elect Director Maria R. Morris	Mgmt	For	For
1.10	Elect Director Douglas L. Peterson	Mgmt	For	For
1.11	Elect Director Richard E. Thornburgh	Mgmt	For	For
1.12	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Deferred Compensation Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Moderna, Inc.

**Meeting Date:** 05/06/2024

**Country:** USA

**Ticker:** MRNA

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** 60770K107

Shares Voted: 56,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert Langer	Mgmt	For	For
1b	Elect Director Elizabeth Nabel	Mgmt	For	For
1c	Elect Director Elizabeth Tallett	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For

Bravida Holding AB

Meeting Date: 05/07/2024

Country: Sweden

Ticker: BRAV

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: W2R16Z106

Shares Voted: 476,569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive CEO's Report	Mgmt		
8	Receive Financial Statements and Statutory Reports	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 3.50 Per Ordinary Share	Mgmt	For	For
11.1	Approve Discharge of Fredrik Arp	Mgmt	For	For
11.2	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For
11.3	Approve Discharge of Jan Johansson	Mgmt	For	For

# Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.4	Approve Discharge of Marie Nygren	Mgmt	For	For
11.5	Approve Discharge of Staffan Pahlsson	Mgmt	For	For
11.6	Approve Discharge of Karin Stahlhandske	Mgmt	For	For
11.7	Approve Discharge of Jan Ericson	Mgmt	For	For
11.8	Approve Discharge of Geir Gjestad	Mgmt	For	For
11.9	Approve Discharge of Christoffer Lindal Strand	Mgmt	For	For
11.10	Approve Discharge of Ornulf Thorsen	Mgmt	For	For
11.11	Approve Discharge of Kaj Levisen	Mgmt	For	For
11.12	Approve Discharge of Mattias Johansson	Mgmt	For	For
12.a	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.a	Approve Remuneration of Directors in the Amount of SEK 1.39 Million to Chairman and SEK 550,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.b	Approve Remuneration of Auditors	Mgmt	For	For
14.a	Reelect Fredrik Arp as Director	Mgmt	For	For
14.b	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	For
14.c	Reelect Jan Johansson as Director	Mgmt	For	For
14.d	Reelect Marie Nygren as Director	Mgmt	For	For
14.e	Reelect Staffan Pahlsson as Director	Mgmt	For	For
14.f	Reelect Karin Stahlhandske as Director	Mgmt	For	For
14.g	Elect Tero Kiviniemi as New Director	Mgmt	For	For
15	Reelect Fredrik Arp as Board Chair	Mgmt	For	For
16	Ratify KPMG as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
20	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For
21.a	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	For
21.b1	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For

## Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21.b2	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For
21.b3	Approve Equity Plan Financing Through Transfer of Own Shares	Mgmt	For	For
21.c	Approve Alternative Equity Plan Financing	Mgmt	For	For
22	Close Meeting	Mgmt		

## FUCHS SE

**Meeting Date:** 05/08/2024      **Country:** Germany      **Ticker:** FPE3  
**Record Date:** 04/30/2024      **Meeting Type:** Annual  
**Primary Security ID:** D27462379

**Shares Voted:** 69,839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.10 per Ordinary Share and EUR 1.11 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For

## Wolters Kluwer NV

**Meeting Date:** 05/08/2024      **Country:** Netherlands      **Ticker:** WKL  
**Record Date:** 04/10/2024      **Meeting Type:** Annual  
**Primary Security ID:** N9643A197

**Shares Voted:** 171,336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		

## Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.a	Receive Report of Executive Board	Mgmt		
2.b	Discussion on Company's Corporate Governance Structure	Mgmt		
2.c	Receive Report of Supervisory Board	Mgmt		
2.d	Approve Remuneration Report	Mgmt	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt		
3.c	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For
5.a	Elect David Sides to Supervisory Board	Mgmt	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Approve Cancellation of Shares	Mgmt	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For
11	Other Business	Mgmt		
12	Close Meeting	Mgmt		

## Bayerische Motoren Werke AG

**Meeting Date:** 05/15/2024

**Country:** Germany

**Ticker:** BMW

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** D12096109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 6.00 per Ordinary Share and EUR 6.02 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	Mgmt	For	For

## Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6.1	Elect Susanne Klatten to the Supervisory Board	Mgmt	For	For
6.2	Elect Stefan Quandt to the Supervisory Board	Mgmt	For	For
6.3	Elect Vishal Sikka to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For

## Robert Half Inc.

**Meeting Date:** 05/15/2024

**Country:** USA

**Ticker:** RHI

**Record Date:** 03/25/2024

**Meeting Type:** Annual

**Primary Security ID:** 770323103

**Shares Voted:** 64,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jana L. Barsten	Mgmt	For	For
1b	Elect Director Julia L. Coronado	Mgmt	For	For
1c	Elect Director Dirk A. Kempthorne	Mgmt	For	For
1d	Elect Director Harold M. Messmer, Jr.	Mgmt	For	For
1e	Elect Director Marc H. Morial	Mgmt	For	For
1f	Elect Director Robert J. Pace	Mgmt	For	For
1g	Elect Director Frederick A. Richman	Mgmt	For	For
1h	Elect Director M. Keith Waddell	Mgmt	For	For
1i	Elect Director Marnie H. Wilking	Mgmt	For	For



## Robert Half Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Amphenol Corporation

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** APH  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 032095101

**Shares Voted:** 159,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	Against
2	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## Marsh & McLennan Companies, Inc.

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** MMC  
**Record Date:** 03/18/2024      **Meeting Type:** Annual  
**Primary Security ID:** 571748102

## Marsh & McLennan Companies, Inc.

Shares Voted: 175,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For
1d	Elect Director H. Edward Hanway	Mgmt	For	For
1e	Elect Director Judith Hartmann	Mgmt	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	For
1j	Elect Director Morton O. Schapiro	Mgmt	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	For

## Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024

Country: USA

Ticker: ICE

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 45866F104

Shares Voted: 111,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For

## Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	For

## CDW Corporation

**Meeting Date:** 05/21/2024      **Country:** USA      **Ticker:** CDW  
**Record Date:** 03/25/2024      **Meeting Type:** Annual  
**Primary Security ID:** 12514G108

Shares Voted: 91,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For
1b	Elect Director James A. Bell	Mgmt	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	For
1e	Elect Director Kelly J. Grier	Mgmt	For	For
1f	Elect Director Marc E. Jones	Mgmt	For	For
1g	Elect Director Christine A. Leahy	Mgmt	For	For
1h	Elect Director Sanjay Mehrotra	Mgmt	For	For
1i	Elect Director David W. Nelms	Mgmt	For	For
1j	Elect Director Joseph R. Swedish	Mgmt	For	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Political Contributions	SH	Against	Against

## Inspirity, Inc.

**Meeting Date:** 05/21/2024      **Country:** USA      **Ticker:** NSP  
**Record Date:** 04/04/2024      **Meeting Type:** Annual  
**Primary Security ID:** 45778Q107

## Insperty, Inc.

Shares Voted: 125,267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carol R. Kaufman	Mgmt	For	For
1.2	Elect Director John L. Lumelleau	Mgmt	For	For
1.3	Elect Director Paul J. Sarvadi	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Amazon.com, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: AMZN

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 023135106

Shares Voted: 76,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Establish a Public Policy Committee	SH	Against	Against
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
6	Report on Customer Due Diligence	SH	Against	Against

## Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Report on Lobbying Payments and Policy	SH	Against	Against
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against
9	Report on Viewpoint Discrimination	SH	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	Against
11	Report on Efforts to Reduce Plastic Use	SH	Against	For
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	Against
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	Against
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	Against
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	Against
17	Commission a Third Party Audit on Working Conditions	SH	Against	Against

## TriNet Group, Inc.

**Meeting Date:** 05/23/2024      **Country:** USA      **Ticker:** TNET  
**Record Date:** 03/28/2024      **Meeting Type:** Annual  
**Primary Security ID:** 896288107

**Shares Voted:** 100,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ralph A. Clark	Mgmt	For	For
1.2	Elect Director Maria Contreras-Sweet	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

## Intertek Group Plc

**Meeting Date:** 05/24/2024      **Country:** United Kingdom      **Ticker:** ITRK  
**Record Date:** 05/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** G4911B108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	Against
3	Approve Remuneration Report	Mgmt	For	Against
4	Approve Final Dividend	Mgmt	For	For
5	Elect Apurvi Sheth as Director	Mgmt	For	Against
6	Re-elect Andrew Martin as Director	Mgmt	For	Against
7	Re-elect Andre Lacroix as Director	Mgmt	For	Against
8	Re-elect Colm Deasy as Director	Mgmt	For	Against
9	Re-elect Graham Allan as Director	Mgmt	For	Against
10	Re-elect Gurnek Bains as Director	Mgmt	For	Against
11	Re-elect Lynda Clarizio as Director	Mgmt	For	Against
12	Re-elect Tamara Ingram as Director	Mgmt	For	Against
13	Re-elect Jez Maiden as Director	Mgmt	For	Against
14	Re-elect Kawal Preet as Director	Mgmt	For	Against
15	Re-elect Jean-Michel Valette as Director	Mgmt	For	Against
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

**XP Inc.**

**Meeting Date:** 05/24/2024

**Country:** Cayman Islands

**Ticker:** XP

**Record Date:** 04/23/2024

**Meeting Type:** Annual

**Primary Security ID:** G98239109

Shares Voted: 577,652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Elect Director Jose Luiz Acar Pedro	Mgmt	For	For
3	Elect Director Oscar Rodriguez Herrero	Mgmt	For	For
4	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For
5	Elect Director Melissa Werneck	Mgmt	For	For
6	Elect Director Guilherme Dias Fernandes Benchimol	Mgmt	For	For
7	Elect Director Bruno Constantino Alexandre dos Santos	Mgmt	For	For
8	Elect Director Bernardo Amaral Botelho	Mgmt	For	For
9	Elect Director Martin Emiliano Escobari Lifchitz	Mgmt	For	For
10	Elect Director Gabriel Klas da Rocha Leal	Mgmt	For	For

## Publicis Groupe SA

Meeting Date: 05/29/2024

Country: France

Ticker: PUB

Record Date: 05/27/2024

Meeting Type: Annual/Special

Primary Security ID: F7607Z165

Shares Voted: 375,394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For

## Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For



## Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For
	Ordinary Business	Mgmt		
30	Elect Arthur Sadoun as Director	Mgmt	For	For
31	Elect Elisabeth Badinter as Director	Mgmt	For	For
32	Elect Simon Badinter as Director	Mgmt	For	For
33	Elect Jean Charest as Director	Mgmt	For	For
34	Elect Sophie Dulac as Director	Mgmt	For	For
35	Elect Thomas H. Glocer as Director	Mgmt	For	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	For
37	Elect Andre Kudelski as Director	Mgmt	For	For
38	Elect Suzan LeVine as Director	Mgmt	For	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	For
40	Elect Tidjane Thiam as Director	Mgmt	For	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For
46	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For
47	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## JDE Peet's NV

**Meeting Date:** 05/30/2024

**Country:** Netherlands

**Ticker:** JDEP

**Record Date:** 05/02/2024

**Meeting Type:** Annual

**Primary Security ID:** N44664105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Board Report (Non-Voting)	Mgmt		
2.b	Discussion on Company's Corporate Governance Structure	Mgmt		
2.c	Approve Remuneration Report	Mgmt	For	Against
2.d	Adopt Financial Statements	Mgmt	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.b	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For
5.a	Reelect Vandevelde as Non-Executive Director	Mgmt	For	For
5.b	Reelect Richards as Non-Executive Director	Mgmt	For	For
5.c	Reelect Hennequin as Non-Executive Director	Mgmt	For	For
5.d	Reelect MacFarlane as Non-Executive Director	Mgmt	For	For
6.a	Approve Remuneration Policy	Mgmt	For	Against
6.b	Amend JDE Peet's Long-Term Incentive Plan	Mgmt	For	Against
7	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For
8.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For
8.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For
9	Other Business (Non-Voting)	Mgmt		
10	Close Meeting	Mgmt		

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024

Country: USA

Ticker: UNH

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: 91324P102

# UnitedHealth Group Incorporated

Shares Voted: 55,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For
1j	Elect Director Andrew Witty	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against

# Booking Holdings Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: BKNG

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 09857L108

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For
1.6	Elect Director Charles H. Noski	Mgmt	For	For
1.7	Elect Director Larry Quinlan	Mgmt	For	For
1.8	Elect Director Nicholas J. Read	Mgmt	For	For
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For
1.10	Elect Director Sumit Singh	Mgmt	For	For

## Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For
1.12	Elect Director Vanessa A. Wittman	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Amend Clawback Policy	SH	Against	Against
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against

## FTI Consulting, Inc.

**Meeting Date:** 06/05/2024      **Country:** USA      **Ticker:** FCN  
**Record Date:** 03/07/2024      **Meeting Type:** Annual  
**Primary Security ID:** 302941109

**Shares Voted:** 101,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brenda J. Bacon	Mgmt	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For
1c	Elect Director Elsy Boglioli	Mgmt	For	For
1d	Elect Director Claudio Costamagna	Mgmt	For	For
1e	Elect Director Nicholas C. Fanandakis	Mgmt	For	For
1f	Elect Director Steven H. Gunby	Mgmt	For	For
1g	Elect Director Gerard E. Holthaus	Mgmt	For	For
1h	Elect Director Stephen C. Robinson	Mgmt	For	For
1i	Elect Director Lauren E. Seeger	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Corpay, Inc.

**Meeting Date:** 06/06/2024      **Country:** USA      **Ticker:** CPAY  
**Record Date:** 04/11/2024      **Meeting Type:** Annual  
**Primary Security ID:** 219948106

Shares Voted: 34,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Annabelle Bexiga	Mgmt	For	For
1b	Elect Director Ronald F. Clarke	Mgmt	For	For
1c	Elect Director Joseph W. Farrelly	Mgmt	For	For
1d	Elect Director Rahul Gupta	Mgmt	For	For
1e	Elect Director Thomas M. Hagerty	Mgmt	For	For
1f	Elect Director Archie L. Jones, Jr.	Mgmt	For	For
1g	Elect Director Richard Macchia	Mgmt	For	For
1h	Elect Director Hala G. Modellmog	Mgmt	For	For
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	For
1j	Elect Director Steven T. Stull	Mgmt	For	For
1k	Elect Director Gerald Throop	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Require Independent Board Chair	SH	Against	For

Sonova Holding AG

Meeting Date: 06/11/2024

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 20,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For
4.1.2	Reelect Stacy Seng as Director	Mgmt	For	For
4.1.3	Reelect Gregory Behar as Director	Mgmt	For	For

## Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For
4.1.7	Reelect Julie Tay as Director	Mgmt	For	For
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For
4.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For
4.2	Elect Gilbert Achermann as Director	Mgmt	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	For	For
6	Transact Other Business (Voting)	Mgmt	For	For

## Dun & Bradstreet Holdings, Inc.

**Meeting Date:** 06/12/2024

**Country:** USA

**Ticker:** DNB

**Record Date:** 04/15/2024

**Meeting Type:** Annual

**Primary Security ID:** 26484T106

**Shares Voted:** 56,433

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ellen R. Alemany	Mgmt	For	For
1.2	Elect Director Douglas K. Ammerman	Mgmt	For	For
1.3	Elect Director Chinh E. Chu	Mgmt	For	For
1.4	Elect Director William P. Foley, II	Mgmt	For	For
1.5	Elect Director Thomas M. Hagerty	Mgmt	For	For

## Dun & Bradstreet Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Anthony M. Jabbour	Mgmt	For	For
1.7	Elect Director Keith J. Jackson	Mgmt	For	For
1.8	Elect Director Kirsten M. Kliphouse	Mgmt	For	For
1.9	Elect Director Richard N. Massey	Mgmt	For	For
1.10	Elect Director James A. Quella	Mgmt	For	For
1.11	Elect Director Ganesh B. Rao	Mgmt	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Ratify KPMG LLP as Auditors	Mgmt	For	For

## KDDI Corp.

**Meeting Date:** 06/19/2024      **Country:** Japan      **Ticker:** 9433  
**Record Date:** 03/31/2024      **Meeting Type:** Annual  
**Primary Security ID:** J31843105

**Shares Voted:** 674,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2.1	Elect Director Tanaka, Takashi	Mgmt	For	Against
2.2	Elect Director Takahashi, Makoto	Mgmt	For	Against
2.3	Elect Director Kuwahara, Yasuaki	Mgmt	For	Against
2.4	Elect Director Matsuda, Hiromichi	Mgmt	For	Against
2.5	Elect Director Saishoji, Nanae	Mgmt	For	Against
2.6	Elect Director Takezawa, Hiroshi	Mgmt	For	Against
2.7	Elect Director Yamaguchi, Goro	Mgmt	For	Against
2.8	Elect Director Yamamoto, Keiji	Mgmt	For	Against
2.9	Elect Director Tannowa, Tsutomu	Mgmt	For	Against
2.10	Elect Director Okawa, Junko	Mgmt	For	Against
2.11	Elect Director Okumiya, Kyoko	Mgmt	For	Against
2.12	Elect Director Ando, Makoto	Mgmt	For	Against
3.1	Appoint Statutory Auditor Yamashita, Kazuyasu	Mgmt	For	For
3.2	Appoint Statutory Auditor Fukushima, Naoki	Mgmt	For	For
3.3	Appoint Statutory Auditor Kogure, Kazutoshi	Mgmt	For	For

## KDDI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.4	Appoint Statutory Auditor Arima, Koji	Mgmt	For	For

## Aon Plc

**Meeting Date:** 06/21/2024      **Country:** Ireland      **Ticker:** AON  
**Record Date:** 04/12/2024      **Meeting Type:** Annual  
**Primary Security ID:** G0403H108

**Shares Voted:** 75,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	For
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	For
1.6	Elect Director Fulvio Conti	Mgmt	For	For
1.7	Elect Director Cheryl A. Francis	Mgmt	For	For
1.8	Elect Director Adriana Karaboutis	Mgmt	For	For
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For
1.10	Elect Director Gloria Santona	Mgmt	For	For
1.11	Elect Director Sarah E. Smith	Mgmt	For	For
1.12	Elect Director Byron O. Spruell	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For