



# Voting Report – Q4 2023

1<sup>st</sup> Oct to 31<sup>st</sup> Dec 2023 (Firm-Wide)

At this level the firm have provided a detailed outline of voting behaviour. This report fulfils, in part, Setanta Asset Management's ("Setanta") obligations in accordance with the Shareholder Rights Directive 2017/828 (SRD II) amending Directive 2007/36 (SRD I). The Shareholder Rights Directive 2017/828 (SRD II) ("the Directive") was transposed into Irish law by the European Union (Shareholders' Rights) Regulations 2020 (S.I. No. 81 of 2020). Setanta, is an active asset manager who engages with companies in which they invest.

**SETANTA**  
Asset Management



# Q4 2023 Voting Report

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

Company Name	Meeting Date	Meeting Type	Proposal Number	Proposal Long Text	Proposed By	Management Recommendation	Recorded Vote	Compare Vote With/Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	1	Election of Director to hold office until the 2024 Annual General Meeting: Craig Arnold	Management	For	Against	Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	2	Election of Director to hold office until the 2024 Annual General Meeting: Scott C. Donnelly	Management	For	Against	Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	3	Election of Director to hold office until the 2024 Annual General Meeting: Lidia L. Fonseca	Management	For	For	With Management
MEDTRONIC PLC	19-Oct-2023	Annual	4	Election of Director to hold office until the 2024 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	Management	For	For	With Management
MEDTRONIC PLC	19-Oct-2023	Annual	5	Election of Director to hold office until the 2024 Annual General Meeting: Randall J. Hogan, III	Management	For	Against	Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	6	Election of Director to hold office until the 2024 Annual General Meeting: Gregory P. Lewis	Management	For	For	With Management
MEDTRONIC PLC	19-Oct-2023	Annual	7	Election of Director to hold office until the 2024 Annual General Meeting: Kevin E. Lofton	Management	For	For	With Management
MEDTRONIC PLC	19-Oct-2023	Annual	8	Election of Director to hold office until the 2024 Annual General Meeting: Geoffrey S. Martha	Management	For	Against	Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	9	Election of Director to hold office until the 2024 Annual General Meeting: Elizabeth G. Nabel, M.D.	Management	For	Against	Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	10	Election of Director to hold office until the 2024 Annual General Meeting: Denise M. O'Leary	Management	For	For	With Management

MEDTRONIC PLC	19-Oct-2023	Annual	11	Election of Director to hold office until the 2024 Annual General Meeting: Kendall J. Powell	Management	For	Against	Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	12	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2024 and authorizing, in a binding vote, the Board of Directors, acting through the Audit Committee, to set the auditor's remuneration.	Management	For	For	With Management
MEDTRONIC PLC	19-Oct-2023	Annual	13	Approving, on an advisory basis, the Company's executive compensation.	Management	For	Against	Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	14	Approving the Company's 2024 Employee Stock Purchase Plan.	Management	For	For	With Management
MEDTRONIC PLC	19-Oct-2023	Annual	15	Renewing the Board of Directors' authority to issue shares under Irish law.	Management	For	For	With Management
MEDTRONIC PLC	19-Oct-2023	Annual	16	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	Management	For	Against	Against Management
MEDTRONIC PLC	19-Oct-2023	Annual	17	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	Management	For	For	With Management
NWS HOLDINGS LIMITED	10-Nov-2023	Annual General Meeting	3	TO RECEIVE AND CONSIDER THE AUDITED FINANCIAL STATEMENTS AND THE REPORTS OF THE DIRECTORS AND THE INDEPENDENT AUDITOR FOR THE FINANCIAL YEAR ENDED 30 JUNE 2023	Management	For	For	With Management
NWS HOLDINGS LIMITED	10-Nov-2023	Annual General Meeting	4	TO DECLARE A FINAL DIVIDEND OF HKD0.31 PER SHARE FOR THE FINANCIAL YEAR ENDED 30 JUNE 2023	Management	For	For	With Management
NWS HOLDINGS LIMITED	10-Nov-2023	Annual General Meeting	5	TO RE-ELECT MS NG YUEN TING, YOLANDA AS DIRECTOR	Management	For	For	With Management
NWS HOLDINGS LIMITED	10-Nov-2023	Annual General Meeting	6	TO RE-ELECT DR CHENG KAR SHUN, HENRY AS DIRECTOR	Management	For	For	With Management
NWS HOLDINGS LIMITED	10-Nov-2023	Annual General Meeting	7	TO RE-ELECT MR MA SIU CHEUNG AS DIRECTOR	Management	For	For	With Management



ORACLE CORPORATION	15-Nov-2023	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	2	Advisory Vote to Approve the Compensation of our Named Executive Officers.	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	3	Advisory Vote on the Frequency of Future Advisory Votes on the Compensation of our Named Executive Officers.	Management	1 Year	1 Year	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	4	Approve an Amendment to the Oracle Corporation Amended and Restated 2020 Equity Incentive Plan.	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	5	Ratification of the Selection of our Independent Registered Public Accounting Firm.	Management	For	For	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	6	Stockholder Proposal Regarding Pay Gap Report.	Shareholder	Against	Against	With Management
ORACLE CORPORATION	15-Nov-2023	Annual	7	Stockholder Proposal Regarding Independent Board Chairman.	Shareholder	Against	Against	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	1	RECEIPT OF REPORT AND ACCOUNTS	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	2	APPROVAL OF DIRECTORS REMUNERATION REPORT	Management	For	Abstain	Against Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	3	DECLARATION OF A FINAL DIVIDEND	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	4	ELECTION OF STEVE WILLIAMS AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	5	RE-ELECTION OF PAM CHENG AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	6	RE-ELECTION OF DAME ANN DOWLING AS A DIRECTOR	Management	For	For	With Management

SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	7	RE-ELECTION OF KARIN HOEING AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	8	RE-ELECTION OF RICHARD HOWES AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	9	RE-ELECTION OF PAUL KEEL AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	10	RE-ELECTION OF CLARE SCHERRER AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	11	RE-ELECTION OF WILLIAM SEEGER AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	12	RE-ELECTION OF MARK SELIGMANAS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	13	RE-ELECTION OF NOEL TATA AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	14	RE-APPOINTMENT OF KPMG LLP AS AUDITORS	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	15	AUTHORISE AUDIT AND RISK COMMITTEE TO DETERMINE THE AUDITORS REMUNERATION	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	16	AUTHORITY TO ALLOT SHARES	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	17	AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	Against	Against Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	18	ADDITIONAL AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	Against	Against Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	19	AUTHORITY TO MAKE MARKET PURCHASES OF SHARES	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	20	AUTHORITY TO CALL GENERAL MEETINGS OTHER THAN ANNUAL GENERAL MEETINGS ON NOT LESS THAN 14 CLEAR DAYS NOTICE	Management	For	For	With Management
SMITHS GROUP PLC	16-Nov-2023	Annual General Meeting	21	AUTHORITY TO MAKE POLITICAL DONATIONS AND EXPENDITURE	Management	For	Abstain	Against Management
THE ESTÉE LAUDER COMPANIES INC.	17-Nov-2023	Annual	1	Election of Class III Director: Charlene Barshefsky	Management	For	For	With Management
THE ESTÉE LAUDER COMPANIES INC.	17-Nov-2023	Annual	2	Election of Class III Director: Angela Wei Dong	Management	For	For	With Management

THE ESTÉE LAUDER COMPANIES INC.	17-Nov-2023	Annual	3	Election of Class III Director: Fabrizio Freda	Management	For	For	With Management
THE ESTÉE LAUDER COMPANIES INC.	17-Nov-2023	Annual	4	Election of Class III Director: Gary M. Lauder	Management	For	For	With Management
THE ESTÉE LAUDER COMPANIES INC.	17-Nov-2023	Annual	5	Election of Class III Director: Jane Lauder	Management	For	For	With Management
THE ESTÉE LAUDER COMPANIES INC.	17-Nov-2023	Annual	6	Ratification of appointment of PricewaterhouseCoopers LLP as independent auditors for the 2024 fiscal year.	Management	For	For	With Management
THE ESTÉE LAUDER COMPANIES INC.	17-Nov-2023	Annual	7	Advisory vote to approve executive compensation.	Management	For	Against	Against Management
THE ESTÉE LAUDER COMPANIES INC.	17-Nov-2023	Annual	8	Advisory vote on the frequency of the advisory vote on executive compensation.	Management	1 Year	1 Year	With Management
FORTESCUE METALS GROUP LTD	21-Nov-2023	Annual General Meeting	1	ADOPTION OF REMUNERATION REPORT	Management	For	For	With Management
FORTESCUE METALS GROUP LTD	21-Nov-2023	Annual General Meeting	2	RE-ELECTION OF DR ANDREW FORREST AO	Management	For	Abstain	Against Management
FORTESCUE METALS GROUP LTD	21-Nov-2023	Annual General Meeting	3	RE-ELECTION OF MR MARK BARNABA AM CITWA	Management	For	For	With Management
FORTESCUE METALS GROUP LTD	21-Nov-2023	Annual General Meeting	4	RE-ELECTION OF MS PENNY BINGHAM-HALL	Management	For	For	With Management
FORTESCUE METALS GROUP LTD	21-Nov-2023	Annual General Meeting	5	ELECTION OF DR LARRY MARSHALL	Management	For	For	With Management
FORTESCUE METALS GROUP LTD	21-Nov-2023	Annual General Meeting	6	CHANGE OF COMPANY NAME: FORTESCUE LTD	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	1	Election of Director: Kelly Baker	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	2	Election of Director: Bill Brundage	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	3	Election of Director: Geoff Drabble	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	4	Election of Director: Catherine Halligan	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	5	Election of Director: Brian May	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	6	Election of Director: James S. Metcalf	Management	For	For	With Management

FERGUSON PLC	28-Nov-2023	Annual	7	Election of Director: Kevin Murphy	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	8	Election of Director: Alan Murray	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	9	Election of Director: Thomas Schmitt	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	10	Election of Director: Nadia Shouraboura	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	11	Election of Director: Suzanne Wood	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	12	To reappoint Deloitte LLP as the Company's statutory auditor under the Companies (Jersey) Law 1991 until the conclusion of the next Annual General Meeting of the Company.	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	13	To authorize the Audit Committee on behalf of the Board to agree to the compensation of the Company's statutory auditor under the Companies (Jersey) Law 1991.	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	14	To receive the Company's Annual Accounts and Auditors Report for the fiscal year ended July 31, 2023.	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	15	To approve, on an advisory basis, the compensation of the Company's Named Executive Officers as disclosed in the Proxy Statement for the 2023 Annual General Meeting under the heading "Executive Compensation," including the Compensation Discussion and Analysis, the compensation tables and the related narrative discussion included therein ("Say-on-Pay").	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	16	To approve, on an advisory basis, the frequency of future shareholder advisory votes to approve the compensation of the Company's Named Executive Officers ("Say-on-Frequency").	Management	1 Year	1 Year	With Management
FERGUSON PLC	28-Nov-2023	Annual	17	To approve the Ferguson plc 2023 Omnibus Equity Incentive Plan.	Management	For	For	With Management



FERGUSON PLC	28-Nov-2023	Annual	18	To authorize the Board to allot equity securities.	Management	For	Abstain	Against Management
FERGUSON PLC	28-Nov-2023	Annual	19	To authorize the Board to allot equity securities without the application of pre-emption rights.	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	20	To authorize the Board to allot equity securities without the application of pre-emption rights for the purposes of financing or refinancing an acquisition or specified capital investment.	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	21	To authorize the Company to purchase its own ordinary shares.	Management	For	For	With Management
FERGUSON PLC	28-Nov-2023	Annual	22	To adopt new articles of association of the Company.	Management	For	For	With Management
HF SINCLAIR CORPORATION	28-Nov-2023	Special	1	To approve the issuance of shares of common stock, par value \$0.01 per share, of HF Sinclair Corporation ("HF Sinclair") pursuant to the Agreement and Plan of Merger, dated as of August 15, 2023, by and among HF Sinclair, Navajo Pipeline Co., L.P., Holly Apple Holdings LLC, HEP Logistics Holdings, L.P., Holly Logistic Services, L.L.C. and Holly Energy Partners, L.P., as the same may be amended or supplemented from time to time.	Management	For	For	With Management
HF SINCLAIR CORPORATION	28-Nov-2023	Special	2	To approve the adjournment of the special meeting of HF Sinclair stockholders (the "HF Sinclair Special Meeting") to a later date or dates, if necessary or appropriate, to solicit additional proxies in the event there are not sufficient votes at the time of the HF Sinclair Special Meeting to approve proposal 1.	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	1	Election of Director: Wesley G. Bush	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	2	Election of Director: Michael D. Capellas	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	3	Election of Director: Mark Garrett	Management	For	For	With Management

CISCO SYSTEMS, INC.	06-Dec-2023	Annual	4	Election of Director: John D. Harris II	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	5	Election of Director: Dr. Kristina M. Johnson	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	6	Election of Director: Sarah Rae Murphy	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	7	Election of Director: Charles H. Robbins	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	8	Election of Director: Daniel H. Schulman	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	9	Election of Director: Marianna Tessel	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	10	Approval of amendment and restatement of the 2005 Stock Incentive Plan.	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	11	Approval, on an advisory basis, of executive compensation.	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	12	Recommendation, on an advisory basis, on the frequency of executive compensation votes.	Management	1 Year	1 Year	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	13	Ratification of PricewaterhouseCoopers LLP as Cisco's independent registered public accounting firm for fiscal 2024.	Management	For	For	With Management
CISCO SYSTEMS, INC.	06-Dec-2023	Annual	14	Stockholder Proposal - Approval to have Cisco's Board issue a tax transparency report in consideration of the Global Reporting Initiative's Tax Standard.	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	1	Election of Director: Reid G. Hoffman	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	2	Election of Director: Hugh F. Johnston	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	3	Election of Director: Teri L. List	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	4	Election of Director: Catherine MacGregor	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	5	Election of Director: Mark A. L. Mason	Management	For	For	With Management

MICROSOFT CORPORATION	07-Dec-2023	Annual	6	Election of Director: Satya Nadella	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	7	Election of Director: Sandra E. Peterson	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	8	Election of Director: Penny S. Pritzker	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	9	Election of Director: Carlos A. Rodríguez	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	10	Election of Director: Charles W. Scharf	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	11	Election of Director: John W. Stanton	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	12	Election of Director: Emma N. Walmsley	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	13	Advisory Vote to Approve Named Executive Officer Compensation ("say-on-pay vote")	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	14	Advisory Vote on the Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	15	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2024.	Management	For	For	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	16	Report on Gender-Based Compensation and Benefit Gaps	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	17	Report on Risk from Omitting Ideology in EEO Policy	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	18	Report on Government Takedown Requests	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	19	Report on Risks of Weapons Development	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	20	Report on Climate Risks to Retirement Plan Beneficiaries	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	21	Report on Tax Transparency	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	22	Report on Data Operations in Human Rights Hotspots	Shareholder	Against	Against	With Management

MICROSOFT CORPORATION	07-Dec-2023	Annual	23	Mandate for Third-Party Political Reporting	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	07-Dec-2023	Annual	24	Report on AI Misinformation and Disinformation	Shareholder	Against	Against	With Management





# Significant Votes

*Based on our approach we deemed the following votes to be significant*



Company	Meeting Date	Meeting Type	Proposal Number	Description	Proposed By	Management Advice	Recorded Vote	With/ Against Management	Reason
MEDTRONIC PLC	19-Oct-2023	Annual	1	Elect Director(s)	Management	For	Against	Against Management	Voted against due to long tenure as a director
MEDTRONIC PLC	19-Oct-2023	Annual	2	Elect Director(s)	Management	For	Against	Against Management	Voted against due to long tenure as a director
MEDTRONIC PLC	19-Oct-2023	Annual	5	Elect Director(s)	Management	For	Against	Against Management	Voted against due to long tenure as a director
MEDTRONIC PLC	19-Oct-2023	Annual	8	Elect Director(s)	Management	For	Against	Against Management	Voted against due to long tenure as a director
MEDTRONIC PLC	19-Oct-2023	Annual	9	Elect Director(s)	Management	For	Against	Against Management	Voted against due to long tenure as a director
MEDTRONIC PLC	19-Oct-2023	Annual	11	Elect Director(s)	Management	For	Against	Against Management	Voted against due to long tenure as a director
MEDTRONIC PLC	19-Oct-2023	Annual	13	Remuneration - Policy	Management	For	Against	Against Management	Voted against as compensation levels sub-optimal
MEDTRONIC PLC	19-Oct-2023	Annual	16	Amendment of Share Capital	Management	For	Against	Against Management	Voted against to prevent company from issuing new shares without first offering to existing shareholders



<b>NWS HOLDINGS LIMITED</b>	10-Nov-2023	Annual General Meeting	13	Amendment of Share Capital	Management	For	Against	Against Management	Voted against as potential dilution levels not in best interests of our clients
<b>NWS HOLDINGS LIMITED</b>	10-Nov-2023	Annual General Meeting	15	Amendment of Share Capital	Management	For	Against	Against Management	Voted against as potential dilution levels not in best interests of our clients
<b>SMITHS GROUP PLC</b>	16-Nov-2023	Annual General Meeting	2	Remuneration - Report	Management	For	Abstain	Against Management	Abstained as remuneration policy sub-optimal
<b>SMITHS GROUP PLC</b>	16-Nov-2023	Annual General Meeting	17	Amendment of Share Capital	Management	For	Against	Against Management	Voted against as potential dilution levels not in best interests of our clients
<b>SMITHS GROUP PLC</b>	16-Nov-2023	Annual General Meeting	18	Amendment of Share Capital	Management	For	Against	Against Management	Voted against as potential dilution levels not in best interests of our clients
<b>SMITHS GROUP PLC</b>	16-Nov-2023	Annual General Meeting	21	Political Donations	Management	For	Abstain	Against Management	Abstained due to ballot information being released only a few hours before the deadline. Insufficient time to investigate thoroughly.

<b>THE ESTÉE LAUDER COMPANIES INC.</b>	17- Nov- 2023	Annual	7	Remuneration - Policy	Management	For	Against	Against Management	Voted against as remuneration policy sub-optimal
<b>FORTESCUE METALS GROUP LTD</b>	21- Nov- 2023	Annual General Meeting	2	Elect Director(s)	Management	For	Abstain	Against Management	Abstained due to possible conflict of interest
<b>FERGUSON PLC</b>	28- Nov- 2023	Annual	18	Amendment of Share Capital	Management	For	Abstain	Against Management	Abstained to prevent company from issuing new shares without first offering to existing shareholders



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Should you have any queries in relation to this report  
please contact:

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