



# Voting Report – Q4 2024

1<sup>st</sup> October to 31<sup>st</sup> December 2024 (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.

## Q4 2024 Voting Report

**Acct / Group Countries** All Accounts  
**Meeting Range** All Countries  
 01-Oct-2024 To 31-Dec-2024  
**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
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	1	ELECTION OF DIRECTOR: B. Marc Allen	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	2	ELECTION OF DIRECTOR: Brett Biggs	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	3	ELECTION OF DIRECTOR: Sheila Bonini	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	4	ELECTION OF DIRECTOR: Amy L. Chang	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	5	ELECTION OF DIRECTOR: Joseph Jimenez	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	6	ELECTION OF DIRECTOR: Christopher Kempczinski	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	7	ELECTION OF DIRECTOR: Debra L. Lee	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	8	ELECTION OF DIRECTOR: Terry J. Lundgren	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	9	ELECTION OF DIRECTOR: Christine M. McCarthy	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	10	ELECTION OF DIRECTOR: Ashley McEvoy	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	11	ELECTION OF DIRECTOR: Jon R. Moeller	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	12	ELECTION OF DIRECTOR: Robert J. Portman	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	13	ELECTION OF DIRECTOR: Rajesh Subramaniam	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	14	ELECTION OF DIRECTOR: Patricia A. Woertz	Management	For	For	With Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	15	Ratify Appointment of the Independent Registered Public Accounting Firm.	Management	For	Against	Against Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	16	Advisory Vote to Approve the Company's Executive Compensation (the "Say on Pay" vote).	Management	For	Against	Against Management
THE PROCTER & GAMBLE COMPANY	08-Oct-2024	Annual	17	Shareholder Proposal - Pay Gap Reporting.	Shareholder	Against	Against	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	1	Election of Director to hold office until the 2025 Annual General Meeting: Craig Arnold	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	2	Election of Director to hold office until the 2025 Annual General Meeting: Scott C. Donnelly	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	3	Election of Director to hold office until the 2025 Annual General Meeting: Lidia L. Fonseca	Management	For	For	With Management

# Q4 2024 Voting Report

**Acct / Group** All Accounts  
**Countries** All Countries  
**Meeting Range** 01-Oct-2024 To 31-Dec-2024  
**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	17-Oct-2024	Annual	4	Election of Director to hold office until the 2025 Annual General Meeting: Andrea J. Goldsmith, Ph.D.	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	5	Election of Director to hold office until the 2025 Annual General Meeting: Randall J. Hogan, III	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	6	Election of Director to hold office until the 2025 Annual General Meeting: Gregory P. Lewis	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	7	Election of Director to hold office until the 2025 Annual General Meeting: Kevin E. Lofton	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	8	Election of Director to hold office until the 2025 Annual General Meeting: Geoffrey S. Martha	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	9	Election of Director to hold office until the 2025 Annual General Meeting: Elizabeth G. Nabel, M.D.	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	10	Election of Director to hold office until the 2025 Annual General Meeting: Kendall J. Powell	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	11	Ratifying, in a non-binding vote, the appointment of PricewaterhouseCoopers LLP as the Company's independent auditor for fiscal year 2025 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	17-Oct-2024	Annual	12	Approving, on an advisory basis, the Company's executive compensation.	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	13	Renewing the Board of Directors' authority to issue shares under Irish law.	Management	For	For	With Management
MEDTRONIC PLC	17-Oct-2024	Annual	14	Renewing the Board of Directors' authority to opt out of pre-emption rights under Irish law.	Management	For	Against	Against Management
MEDTRONIC PLC	17-Oct-2024	Annual	15	Authorizing the Company and any subsidiary of the Company to make overseas market purchases of Medtronic ordinary shares.	Management	For	For	With Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	2	ADOPTION OF REMUNERATION REPORT	Management	For	For	With Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	3	RE-ELECTION OF LORD SEBASTIAN COE CH, KBE	Management	For	For	With Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	4	RE-ELECTION OF DR JEAN BADERSCHNEIDER	Management	For	For	With Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	5	ELECTION OF USHA RAO-MONARI	Management	For	For	With Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	6	ELECTION OF NOEL PEARSON	Management	For	For	With Management

Company Name	Meeting Date	Meeting Type	Proposal Number	Proposal Long Text	Proposed By	Management Recommendation	Recorded Vote	Compare Vote With/Against Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	7	APPROVAL OF THE FORTESCUE LTD PERFORMANCE RIGHTS PLAN	Management	For	For	With Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	8	PARTICIPATION IN THE FORTESCUE LTD PERFORMANCE RIGHTS PLAN BY MR DINO OTRANTO	Management	For	For	With Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	9	PARTICIPATION IN THE FORTESCUE LTD PERFORMANCE RIGHTS PLAN BY MR MARK HUTCHINSON	Management	For	For	With Management
FORTESCUE LTD	06-Nov-2024	Annual General Meeting	11	SPIII RESOLUTION : THAT, SUBJECT TO AND CONDITIONAL ON AT LEAST 25% OF THE VOTES VALIDLY CAST ON RESOLUTION 1 TO ADOPT THE COMPANYS REMUNERATION REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2024 BEING CAST AGAINST THAT RESOLUTION, AN EXTRAORDINARY GENERAL MEETING OF THE COMPANY (SPILL MEETING) BE HELD WITHIN 90 DAYS OF THIS RESOLUTION PASSING AT WHICH: (A) ALL OF THE DIRECTORS WHO WERE DIRECTORS OF THE COMPANY WHEN THE RESOLUTION TO MAKE THE DIRECTORS REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2024 WAS PASSED AND WHO REMAIN IN OFFICE AT THE TIME OF THE SPILL MEETING, CEASE TO HOLD OFFICE IMMEDIATELY BEFORE THE END OF THE SPILL MEETING; AND (B) RESOLUTIONS TO APPOINT PERSONS TO OFFICES THAT WILL BE VACATED IMMEDIATELY BEFORE THE END OF THE SPILL MEETING BE PUT TO THE VOTE AT THE SPILL MEETING	Management	Against	Against	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	1	RECEIPT OF REPORT AND ACCOUNTS	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	2	DECLARATION OF A FINAL DIVIDEND	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	3	APPROVAL OF DIRECTORS REMUNERATION POLICY	Management	For	Abstain	Against Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	4	APPROVAL OF DIRECTORS REMUNERATION REPORT	Management	For	Abstain	Against Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	5	APPROVAL OF THE SMITHS GROUP LONG TERM INCENTIVE PLAN 2024 RULES	Management	For	Abstain	Against Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	6	APPROVAL OF THE SMITHS GROUP SHARESAVE SCHEME 2024 RULES	Management	For	Abstain	Against Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	7	ELECTION OF ROLAND CARTER AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	8	ELECTION OF ALISTER COWAN AS A DIRECTOR	Management	For	For	With Management

Company Name	Meeting Date	Meeting Type	Proposal Number	Proposal Long Text	Proposed By	Management Recommendation	Recorded Vote	Compare Vote With/Against Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	9	RE-ELECTION OF PAM CHENG AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	10	RE-ELECTION OF DAME ANN DOWLING AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	11	RE-ELECTION OF KARIN HOEING AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	12	RE-ELECTION OF RICHARD HOWES AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	13	RE-ELECTION OF CLARE SCHERRER AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	14	RE-ELECTION OF MARK SELIGMAN AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	15	RE-ELECTION OF NOEL TATA AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	16	RE-ELECTION OF STEVE WILLIAMS AS A DIRECTOR	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	17	RE-APPOINTMENT OF KPMG LLP AS AUDITORS	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	18	AUTHORISE AUDIT AND RISK COMMITTEE TO DETERMINE THE AUDITORS REMUNERATION	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	19	AUTHORITY TO MAKE POLITICAL DONATIONS AND EXPENDITURE	Management	For	Abstain	Against Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	20	AUTHORITY TO ALLOT SHARES	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	21	AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	Against	Against Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	22	ADDITIONAL AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS	Management	For	Against	Against Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	23	AUTHORITY TO MAKE MARKET PURCHASES OF SHARES	Management	For	For	With Management
SMITHS GROUP PLC	13-Nov-2024	Annual General Meeting	24	AUTHORITY TO CALL GENERAL MEETINGS ON NOT LESS THAN 14 CLEAR DAYS NOTICE	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management

Company Name	Meeting Date	Meeting Type	Proposal Number	Proposal Long Text	Proposed By	Management Recommendation	Recorded Vote	Compare Vote With/Against Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	1	DIRECTOR	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	2	Advisory Vote to Approve the Compensation of our Named Executive Officers.	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	3	Ratification of the Selection of our Independent Registered Public Accounting Firm.	Management	For	For	With Management
ORACLE CORPORATION	14-Nov-2024	Annual	4	Stockholder Proposal Regarding a Report on Climate Risks to Retirement Plan Beneficiaries.	Shareholder	Against	Against	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	5	PRESENTATION AND APPROVAL OF THE AUDITED ANNUAL REPORT	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	6	RESOLUTION ON THE DISTRIBUTION OF PROFIT IN ACCORDANCE WITH THE APPROVED ANNUAL REPORT	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	7	PRESENTATION AND APPROVAL OF THE REMUNERATION REPORT	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	8	APPROVAL OF THE BOARD OF DIRECTORS REMUNERATION FOR THE CURRENT FINANCIAL YEAR	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	10	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: LARS SOEREN RASMUSSEN	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	11	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: NIELS PETER LOUIS-HANSEN	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	12	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: ANNETTE BRULS	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	13	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: CARSTEN HELLMANN	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	14	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: JETTE NYGAARD-ANDERSEN	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	15	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: MARIANNE WIINHOLT	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	16	RE-ELECTION OF EY GODKENDT REVISIONSPARTNERSELSKAB	Management	For	For	With Management
COLOPLAST A/S	05-Dec-2024	Annual General Meeting	17	AUTHORISATION TO THE CHAIRMAN OF THE ANNUAL GENERAL MEETING	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	1	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Rekha Agrawal	Management	For	For	With Management

Company Name	Meeting Date	Meeting Type	Proposal Number	Proposal Long Text	Proposed By	Management Recommendation	Recorded Vote	Compare Vote With/Against Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	2	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Kelly Baker	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	3	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Rick Beckwitt	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	4	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Bill Brundage	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	5	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Geoff Drabble	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	6	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Catherine Halligan	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	7	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Brian May	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	8	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: James S. Metcalf	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	9	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Kevin Murphy	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	10	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Alan Murray	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	11	Election of Director to hold office until the Company's next annual meeting and until such Director's successor shall have been elected and qualified: Suzanne Wood	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	12	To ratify the appointment of Deloitte & Touche LLP as the Company's independent registered public accounting firm for fiscal 2025.	Management	For	For	With Management

Company Name	Meeting Date	Meeting Type	Proposal Number	Proposal Long Text	Proposed By	Management Recommendation	Recorded Vote	Compare Vote With/Against Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	13	To approve, on an advisory basis, the fiscal 2024 compensation of the Company's Named Executive Officers.	Management	For	For	With Management
FERGUSON ENTERPRISES INC.	05-Dec-2024	Annual	14	To approve, on an advisory basis, the frequency of future shareholder advisory votes to approve the compensation of the Company's Named Executive Officers.	Management	1 Year	1 Year	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	1	Election of Director: Wesley G. Bush	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	2	Election of Director: Michael D. Capellas	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	3	Election of Director: Mark Garrett	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	4	Election of Director: John D. Harris II	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	5	Election of Director: Dr. Kristina M. Johnson	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	6	Election of Director: Sarah Rae Murphy	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	7	Election of Director: Charles H. Robbins	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	8	Election of Director: Daniel H. Schulman	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	9	Election of Director: Marianna Tessel	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	10	Approval, on an advisory basis, of executive compensation.	Management	For	For	With Management
CISCO SYSTEMS, INC.	09-Dec-2024	Annual	11	Ratification of PricewaterhouseCoopers LLP as Cisco's independent registered public accounting firm for fiscal 2025.	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	1	Election of Director: Reid G. Hoffman	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	2	Election of Director: Hugh F. Johnston	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	3	Election of Director: Teri L. List	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	4	Election of Director: Catherine MacGregor	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	5	Election of Director: Mark A. L. Mason	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	6	Election of Director: Satya Nadella	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	7	Election of Director: Sandra E. Peterson	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	8	Election of Director: Penny S. Pritzker	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	9	Election of Director: Carlos A. Rodriguez	Management	For	For	With Management



Company Name	Meeting Date	Meeting Type	Proposal Number	Proposal Long Text	Proposed By	Management Recommendation	Recorded Vote	Compare Vote With/Against Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	10	Election of Director: Charles W. Scharf	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	11	Election of Director: John W. Stanton	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	12	Election of Director: Emma N. Walmsley	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	13	Advisory Vote to Approve Named Executive Officer Compensation ("say-on-pay vote").	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	14	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2025.	Management	For	For	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	15	Report on Risks of Weapons Development.	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	16	Assessment of Investing in Bitcoin.	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	17	Report on Data Operations in Human Rights Hotspots.	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	18	Report on Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production.	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	19	Report on AI Misinformation and Disinformation.	Shareholder	Against	Against	With Management
MICROSOFT CORPORATION	10-Dec-2024	Annual	20	Report on AI Data Sourcing Accountability.	Shareholder	Against	Against	With Management
KERRY GROUP PLC	19-Dec-2024	ExtraOrdinary General Meeting	3	TO APPROVE THE PROPOSED TRANSACTION (AS DESCRIBED AND DEFINED IN THE CIRCULAR)	Management	For	For	With Management
KERRY GROUP PLC	19-Dec-2024	ExtraOrdinary General Meeting	4	TO AUTHORISE THE DIRECTORS TO ISSUE A ORDINARY SHARES IN CONNECTION WITH THE PROPOSED TRANSACTION	Management	For	For	With Management
KERRY GROUP PLC	19-Dec-2024	ExtraOrdinary General Meeting	5	TO AMEND THE ARTICLES OF ASSOCIATION OF THE COMPANY	Management	For	For	With Management
KERRY GROUP PLC	19-Dec-2024	ExtraOrdinary General Meeting	6	TO APPROVE, SUBJECT TO THE CONFIRMATION OF THE HIGH COURT, A REDUCTION IN THE COMPANY CAPITAL OF THE COMPANY	Management	For	For	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
<b>THE PROCTER &amp; GAMBLE COMPANY</b>	08-Oct-2024	Annual	15	Appoint/ Pay Auditor	Management	For	Against	Against Management	Voted against auditor re-appointment due to very long tenure
<b>THE PROCTER &amp; GAMBLE COMPANY</b>	08-Oct-2024	Annual	16	Remuneration - Say on Pay	Management	For	Against	Against Management	Voted against as executive compensation; not fit for purpose
<b>MEDTRONIC PLC</b>	17-Oct-2024	Annual	14	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>SMITHS GROUP PLC</b>	13-Nov-2024	Annual General Meeting	3	Remuneration - Policy	Management	For	Abstain	Against Management	Abstained as remuneration policy sub-optimal
<b>SMITHS GROUP PLC</b>	13-Nov-2024	Annual General Meeting	4	Remuneration - Report	Management	For	Abstain	Against Management	Abstained as remuneration policy sub-optimal
<b>SMITHS GROUP PLC</b>	13-Nov-2024	Annual General Meeting	5	Remuneration - Policy	Management	For	Abstain	Against Management	Abstained as remuneration policy sub-optimal
<b>SMITHS GROUP PLC</b>	13-Nov-2024	Annual General Meeting	6	Remuneration - Policy	Management	For	Abstain	Against Management	Abstained as remuneration policy sub-optimal
<b>SMITHS GROUP PLC</b>	13-Nov-2024	Annual General Meeting	19	Political Donations	Management	For	Abstain	Against Management	Common UK resolution due to UK's broad definition of political donation and potential for legitimate business

									expenditure to inadvertently be considered political. Abstained as uncomfortable with political donations but in understanding of why the resolution is included.
<b>SMITHS GROUP PLC</b>	13-Nov-2024	Annual General Meeting	21	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>	13-Nov-2024	Annual General Meeting	22	Amendment of Share Capital	Management	For	Against	Against Management	Voted against as potential dilution levels not in best interests of our clients



Should you have any queries in relation to this report  
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