

Monthly summary of votes cast

2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

ANIMA Sgr S.p.A.

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

Corso Garibaldi 99 - 20121 Milano - Tel +39 02 806381 - Fax +39 02 80638222 - www.animasgr.it

Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 - Capitale Sociale euro 23.793.000 int. vers.

R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

Monthly summary of votes cast

March
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

ANIMA Sgr S.p.A.

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

Corso Garibaldi 99 - 20121 Milano - Tel +39 02 806381 - Fax +39 02 80638222 - www.animasgr.it

Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 - Capitale Sociale euro 23.793.000 int. vers.

R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 03/01/2024 to 03/31/2024

QUALCOMM Incorporated

Meeting Date: 03/05/2024 **Country:** USA **Ticker:** QCOM
Record Date: 01/08/2024 **Meeting Type:** Annual
Primary Security ID: 747525103

Shares Voted: 497,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For
1c	Elect Director Mark Fields	Mgmt	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For
1l	Elect Director Anthony J. Vinciquerra	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** AMAT
Record Date: 01/10/2024 **Meeting Type:** Annual
Primary Security ID: 038222105

Shares Voted: 298,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Judy Bruner	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For

DSV A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: DSV

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K31864117

Shares Voted: 154,002

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
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For

DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	Abstain
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt		
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	For
9	Other Business	Mgmt		

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: 1,497,940

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
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

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Abstain
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain
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	Abstain
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		

Monthly summary of votes cast

February
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

ANIMA Sgr S.p.A.

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

Corso Garibaldi 99 - 20121 Milano - Tel +39 02 806381 - Fax +39 02 80638222 - www.animasgr.it

Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 - Capitale Sociale euro 23.793.000 int. vers.

R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 02/01/2024 to 02/29/2024

Compass Group Plc

Meeting Date: 02/08/2024

Country: United Kingdom

Ticker: CPG

Record Date: 02/06/2024

Meeting Type: Annual

Primary Security ID: G23296208

Shares Voted: 1,635,683

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	Elect Petros Parras as Director	Mgmt	For	For
5	Elect Leanne Wood as Director	Mgmt	For	For
6	Re-elect Ian Meakins as Director	Mgmt	For	For
7	Re-elect Dominic Blakemore as Director	Mgmt	For	For
8	Re-elect Palmer Brown as Director	Mgmt	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For
16	Reappoint KPMG 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	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 14 Clear Days' Notice	Mgmt	For	For

Meeting Date: 02/08/2024

Country: Germany

Ticker: SIE

Record Date: 02/01/2024

Meeting Type: Annual

Primary Security ID: D69671218

Shares Voted: 479,358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Apple Inc.

Meeting Date: 02/28/2024 **Country:** USA **Ticker:** AAPL
Record Date: 01/02/2024 **Meeting Type:** Annual
Primary Security ID: 037833100

Shares Voted: 2,313,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For
1e	Elect Director Art Levinson	Mgmt	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For
1h	Elect Director Sue Wagner	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	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For
7	Report on Use of Artificial Intelligence	SH	Against	For
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against

Deere & Company

Meeting Date: 02/28/2024

Country: USA

Ticker: DE

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 244199105

Shares Voted: 66,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
1k	Elect Director Sheila G. Talton	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 GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For

Kone Oyj

Meeting Date: 02/29/2024

Country: Finland

Ticker: KNEBV

Record Date: 02/19/2024

Meeting Type: Annual

Primary Security ID: X4551T105

Shares Voted: 549,348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against
14.e	Reelect Iris Herlin as Director	Mgmt	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Fix Number of Auditors at One	Mgmt	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against
20	Close Meeting	Mgmt		

Monthly summary of votes cast

January
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

ANIMA Sgr S.p.A.

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

Corso Garibaldi 99 - 20121 Milano - Tel +39 02 806381 - Fax +39 02 80638222 - www.animasgr.it

Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 - Capitale Sociale euro 23.793.000 int. vers.

R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 01/31/2024

Costco Wholesale Corporation

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** COST
Record Date: 11/10/2023 **Meeting Type:** Annual
Primary Security ID: 22160K105

Shares Voted: 93,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	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: 185,814

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

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
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: 203,768

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

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