



Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Alison C. Reed	For	For	Vote Hote
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Jacynthe Côté	For	For	
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Michael E. Roach	For	For	
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Julie Godin	For	For	
CGI Inc	1/31/2024	CA12532H1047	Management	Elect George D. Schindler	For	For	
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Serge Godin	For	Withhold	Multi-class share structure with unequal voting rights
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Kathy N. Waller	For	For	
CGI Inc	1/31/2024	CA12532H1047	Management	Elect André Imbeau	For	For	
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Frank Witter	For	Withhold	Less than 75% Attendance
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Gilles Labbé	For	For	
CGI Inc	1/31/2024	CA12532H1047	Management	Appointment of Auditor and Authority to Set Fees	For	For	
CGI Inc	1/31/2024	CA12532H1047 CA12532H1047	Management ShareHolder	Elect Michael B. Pedersen Shareholder Proposal Regarding Linking Employee Compensation to ESG	For Against	For Against	
				Performance			
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Sophie Brochu	For	For	
CGI Inc	1/31/2024 1/31/2024	CA12532H1047 CA12532H1047	Management ShareHolder	Elect Stephen S. Poloz Shareholder Proposal Regarding In-Person Shareholder Meetings	Against	Against	
CGI Inc	1/31/2024	CA12532H1047	Management	Elect George A. Cope	For	For	
CGI Inc	1/31/2024	CA12532H1047	Management	Elect Mary G. Powell	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Beth E. Mooney	For	For	
Accenture pic	1/31/2024	IE00B4BNMY34	Management	Amendment to the 2010 Share Incentive Plan	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Gilles Pélisson	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Amendment to the 2010 Employee Stock Purchase Plan	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Paula A. Price	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Appointment of Auditor and Authority to Set Fees	For	Against	Excessive Auditor Tenure.
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Venkata Renduchintala	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Authority to Issue Shares	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Jaime Ardila	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Arun Sarin	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Martin Brudermüller	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Julie Sweet	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Authorize the Price Range at which the Company can Re-allot Treasury Shares	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Alan Jope	For	For	
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Tracey T. Travis	For	Against	Serves on too many boards
Accenture plc	1/31/2024	IE00B4BNMY34	Management	Elect Nancy McKinstry	For	Against	Serves on too many boards
Accenture plc Costco Wholesale Corp	1/31/2024 1/18/2024	IE00B4BNMY34 US22160K1051	Management	Advisory Vote on Executive Compensation Elect Susan L. Decker	For For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management Management	Elect Ron M. Vachris	For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect Kenneth D. Denman	For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect Mary Agnes Wilderotter	For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect Helena B. Foulkes	For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect Richard A. Galanti	For	Against	CFO on board
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Advisory Vote on Executive Compensation	For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect Hamilton E. James	For	Against	Vote against the company chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR
Costco Wholesale Corp	1/18/2024	US22160K1051	ShareHolder	Shareholder Proposal Regarding Audited Report on Carbon Emission Relevance	Against	Against	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect W. Craig Jelinek	For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect Sally Jewell	For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect Jeffrey S. Raikes	For	For	
Costco Wholesale Corp	1/18/2024	US22160K1051	Management	Elect John W. Stanton	For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Elect Teri L. List	For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Ratification of Auditor	For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Elect John F. Lundgren	For	Against	Vote against the company
Visa Inc	1/23/2024	US92826C8394	Management	Exchange Offer Amendments	For	For	· · · · · · · · · · · · · · · · · · ·
Visa Inc	1/23/2024	US92826C8394	Management	Elect Ryan McInerney	For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Right to Adjourn Meeting	For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Elect Denise M. Morrison	For	For	
Visa Inc	1/23/2024	US92826C8394	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	
Visa Inc	1/23/2024	US92826C8394 US92826C8394	Management	Elect Pamela Murphy	For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Elect Lloyd A. Carney	For	For	
	1/23/2024	US92826C8394	Management	Elect Linda J. Rendle			
Visa Inc			-		For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Elect Kermit R. Crawford	For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Elect Maynard G. Webb, Jr.	For	For	
Visa Inc	1/23/2024	US92826C8394	Management	Elect Francisco Javier Fernández Carbajal	For	For	
		1		Att William Committee	-	-	
Visa Inc	1/23/2024	US92826C8394	Management	Advisory Vote on Executive Compensation	For	For	



Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Elders Limited	12/14/2023	AU000000ELD6	Management	REMUNERATION REPORT	For	Against	MD/CEO"s amended
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Elders Limited	12/14/2023	AU000000ELD6	Management	Elect John Lloyd	For	For	
Elders Limited	12/14/2023	AU000000ELD6	Management	Equity Grant (MD/CEO Mark Allison - LTI)	For	For	
Elders Limited	12/14/2023	AU000000ELD6	Management	Equity Grant (MD/CEO Mark Allison - Service Rights)	For	Against	Quantum of award; Lack of
Elders Limited	12/14/2023	AU000000ELD6	Management	Approve Long Term Incentive Plan	For	For	performance conditions
Elders Limited	12/14/2023	AU000000ELD6	Management	Renew Proportional Takeover Provisions	For	For	
National Australia Bank Limited				·	For		
National Australia Bank Limited	12/15/2023 12/15/2023	AU000000NAB4 AU000000NAB4	Management ShareHolder	Equity Grant (MD/CEO Performance Rights) Shareholder Proposal Regarding Facilitating Nonbinding Proposals		For Abstain	The shareholder proposal
National Australia Bank Limited	12/15/2023	AUUUUUUNAB4	Shareholder	Shareholder Proposal Regarding Padillating Nonbinding Proposals	Against	Abstain	process is best facilitated through regulatory changes.
National Australia Bank Limited	12/15/2023	AU000000NAB4	Management	Re-elect Simon McKeon	For	For	
National Australia Bank Limited	12/15/2023	AU000000NAB4	ShareHolder	Shareholder Proposal Regarding Transition Plan Assessments	Against	Against	
lational Australia Bank Limited	12/15/2023	AU000000NAB4	Management	Re-elect Ann C. Sherry	For	For	
lational Australia Bank Limited	12/15/2023	AU000000NAB4	Management	Elect Christine Fellowes	For	For	
lational Australia Bank Limited	12/15/2023	AU000000NAB4	Management	Elect Sarah (Carolyn) H. Kay	For	For	
National Australia Bank Limited	12/15/2023	AU000000NAB4	Management	Elect Alison Kitchen	For	For	
National Australia Bank Limited	12/15/2023	AU000000NAB4	Management	Elect Stephen Mayne	Against	Against	
National Australia Bank Limited	12/15/2023	AU000000NAB4	Management	REMUNERATION REPORT	For	For	
National Australia Bank Limited	12/15/2023	AU000000NAB4	Management	Equity Grant (MD/CEO Deferred Rights)	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Remuneration Report	For	Against	Share price hurdle
Coloplast AS	12/7/2023	DK0060448595	Management	Elect Jette Nygaard-Andersen	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Directors' Fees	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Elect Marianne Wiinholt	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Indemnification of Directors/Officers	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Appointment of Auditor	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Amendments to Articles (Indemnification Scheme)	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Authorization of Legal Formalities	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Remuneration Policy	For	Against	Share price hurdle
Coloplast AS	12/7/2023	DK0060448595	Management	Authority to Repurchase Shares	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Elect Lars Søren Rasmussen	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Elect Niels Peter Louis-Hansen	For	Abstain	Affiliate/Insider on
Coloplast AS	12/7/2023	DK0060448595	Management	Accounts and Reports	For	For	compensation committee
			-	·	1		
Coloplast AS	12/7/2023	DK0060448595	Management	Elect Annette Brüls	For	For	
Coloplast AS	12/7/2023	DK0060448595	Management	Allocation of Profits/Dividends Flect Carsten Hellmann	For	For	
Coloplast AS Cisco Systems, Inc.	12/7/2023	DK0060448595	Management	Elect Carsten Heilmann Elect Charles H. Robbins	For	For	
	12/6/2023	US17275R1023	Management		For		
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Elect Daniel H. Schulman	For	For	
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Elect Marianna Tessel	For	For	
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Amendment to the 2005 Stock Incentive Plan	For	For	
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Elect Wesley G. Bush	For	For	
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Advisory Vote on Executive Compensation	For	Against	Concerning pay practices; Excessive compensation
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Elect Michael D. Capellas	For	For	
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Elect Mark S. Garrett	For	For	
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Elect John D. Harris II	For	For	
Cisco Systems, Inc.	12/6/2023	US17275R1023	ShareHolder	Shareholder Proposal Regarding Report on Tax Transparency	Against	For	Additional disclosure could help mitigate regulatory and
Ciara Custama I	40/0/05==	110470750750	Manager	Clast Valation M. Laborator	Fee	F	reputational risks
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Elect Kristina M. Johnson	For	For	
Cisco Systems, Inc.	12/6/2023	US17275R1023	Management	Elect Sarah Rae Murphy	For	For	
Factset Research Systems Inc.	12/14/2023	US3030751057	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Factset Research Systems Inc.	12/14/2023	US3030751057	Management	Elect Robin A. Abrams	For	For	
Factset Research Systems Inc.	12/14/2023	US3030751057	Management	Elect Malcolm Frank	For	For	
Factset Research Systems Inc.	12/14/2023	US3030751057	Management	Elect Laurie A. Siegel	For	For	
Factset Research Systems Inc.	12/14/2023	US3030751057	Management	Elect Elisha Wiesel	For	For	
Factset Research Systems Inc.	12/14/2023	US3030751057	Management	Ratification of Auditor	For	For	
Factset Research Systems Inc.	12/14/2023	US3030751057	Management	Advisory Vote on Executive Compensation	For	For	
Microsoft Corporation	12/7/2023	US5949181045	Management	Elect Reid G. Hoffman	For	For	
Microsoft Corporation Microsoft Corporation	12/7/2023 12/7/2023	US5949181045 US5949181045	Management ShareHolder	Elect John W. Stanton Shareholder Proposal Regarding Report on Tax Transparency	For Against	For	Additional disclosure could help mitigate regulatory and
							reputational risks
Microsoft Corporation	12/7/2023	US5949181045	Management	Elect Hugh F. Johnston	For	Against	Serves on too many boards
Microsoft Corporation	12/7/2023	US5949181045	Management	Elect Emma N. Walmsley	For	For	
Microsoft Corporation	12/7/2023	US5949181045	ShareHolder	Shareholder Proposal Regarding Report on Siting in Countries of Signific	cant Against	Against	
Microsoft Corporation	12/7/2023	US5949181045	Management	Human Rights Concern Elect Teri L. List	For	For	
Microsoft Corporation	12/7/2023	US5949181045	Management	Advisory Vote on Executive Compensation	For	For	
Microsoft Corporation	12/7/2023	US5949181045	ShareHolder	Shareholder Proposal Regarding Third-Party Political Expenditures	Against	Against	
Microsoft Corporation	12/7/2023	US5949181045	Management	Reporting Elect Catherine MacGregor	For	For	
Microsoft Corporation	12/7/2023	US5949181045	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Microsoft Corporation	12/7/2023	US5949181045	ShareHolder	Shareholder Proposal Regarding Report on Al Misinformation and	Against	Against	
<u> </u>				Disinformation			
Microsoft Corporation	12/7/2023	US5949181045	Management	Elect Mark Mason	For	For	
Microsoft Corporation	12/7/2023	US5949181045	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Microsoft Corporation	12/7/2023	US5949181045	Management	Elect Satya Nadella	For	For	
Microsoft Corporation	12/7/2023	US5949181045	ShareHolder	Shareholder Proposal Regarding Report on Median Compensation and	Against	Against	Anti-ESG proponent.
	12/7/2022	11050404045	Managame=t	Benefits Related to Reproductive and Gender Dysphoria Care	For	For	
Minner of Communities	12/7/2023	US5949181045	Management	Elect Sandra E. Peterson	For	For	Anti ESC present
· · · · · · · · · · · · · · · · · · ·	12/7/2023	US5949181045 US5949181045	ShareHolder	Shareholder Proposal Regarding EEO Policy Risk Report	Against	Against	Anti-ESG proponent.
Microsoft Corporation Microsoft Corporation			Management ShareHolder	Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Government Takedown	For	For Against	Anti-ESC proper+
Microsoft Corporation Microsoft Corporation	12/7/2023			Shareholder Proposal Regarding Report on Government Takedown	Against	Against	Anti-ESG proponent.
Microsoft Corporation Microsoft Corporation	12/7/2023	US5949181045	Ondi or loldor	Requests	•	rigunior	
		US5949181045 US5949181045	Management	Requests Elect Carlos A. Rodriguez	For	For	
Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/7/2023					1	Favor limiting/prohibiting
Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/7/2023 12/7/2023 12/7/2023	US5949181045 US5949181045	Management	Elect Carlos A. Rodriguez Shareholder Proposal Regarding Risks of Developing Military Weapons	For	For	Favor limiting/prohibiting military contracts/sales.
Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/7/2023 12/7/2023	US5949181045	Management	Elect Carlos A. Rodriguez	For	For	

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	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Meeting Date 11/8/2023	AU000000AMC4	Management	Ratification of Auditor	For	For	Vote Note
11/8/2023	AU000000AMC4	Management	Advisory Vote on Executive Compensation	For	For	
11/8/2023	AU000000AMC4	Management	Renewal of Share Purchase Mandate	For	For	
11/8/2023	AU000000AMC4	Management	Elect Graeme R. Liebelt	For	Against	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
11/8/2023	AU000000AMC4	Management	Elect Ronald S. Delia	For	For	
11/8/2023	AU000000AMC4	Management	Elect Achal Agarwal	For	For	
11/8/2023	AU000000AMC4	Management	Elect Karen J. Guerra	For	Against	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
11/8/2023	AU000000AMC4	Management	Elect Nicholas T. Long	For	For	
11/8/2023	AU000000AMC4	Management	Elect Arun Nayar	For	For	
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	US0530151036		Elect Linnie M. Haynesworth	For	For	
11/8/2023	US0530151036	Management	Elect John P. Jones	For	For	
11/8/2023	US0530151036	Management	Elect Francine S. Katsoudas	For	For	
11/8/2023	US0530151036	Management	Elect Nazzic S. Keene	For	For	
		Management				
11/8/2023	US0530151036	Management	Elect Scott F. Powers Elect William J. Ready	For	Against	Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on
11/8/2023	US0530151036	Management	Elect Carlos A. Rodriguez	For	Against	more than five public company boards. Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy
						does not align with UNDHR.
11/8/2023	US0530151036	Management	Elect Sandra S. Wijnberg	For	For	
						Excessive Auditor Tenure.
			REMUNERATION REPORT			
11/8/2023	AU000000BRG2	Management	Re-elect Timothy Antonie	For	For	
11/8/2023	AU000000BRG2	Management	Re-elect Dean Howell	For	For	
11/8/2023	AU000000BRG2	Management	Elect Tuula Rytilä	For	For	
	US11133T1034		Elect Annette L. Nazareth	For	For	
11/9/2023	US11133T1034	Management	Elect Amit K. Zavery	For	For	
11/9/2023	US11133T1034	Management	Advisory Vote on Executive Compensation	For	For	
11/9/2023	US11133T1034	Management		1 Year	1 Year	
11/9/2023	US11133T1034	Management	Elect Richard J. Daly	For	Against	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place.
11/9/2023	US11133T1034	Management	Elect Robert N. Duelks	For	For	· ·
11/9/2023		Management	Elect Melvin L. Flowers	For	For	
				-	-	
11/3/2023	AU0000030678	Management		For	For	Failure to incentivize mitigation of
			<u> </u>			material environmental risks.
11/15/2023	AU000000CPU5	Management	REMUNERATION REPORT	For	For	
11/15/2023	AU000000CPU5	Management	Equity Grant (CEO Stuart Irving FY2024 LTI)	For	For	
11/17/2023	US5184391044	Management	Elect Charlene Barshefsky	For	For	
11/17/2023	US5184391044	Management	Elect Angela Wei Dong	For	For	
		Management				
11/17/2023	US5184391044		Ratification of Auditor	For	For	
11/17/2023	US5184391044	Management	Advisory Vote on Executive Compensation	For	Against	Insufficient response to shareholder dissent; Pay and performance disconnect
11/17/2023	US5184391044	Management Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
11/15/2022	AU000000IPH9	Management Management	Ratify Placement of Securities (Applied Marks) Ratify Placement of Securities (Ridout & Maybee)	For For	For	
11/15/2023	AUIOOOOOIPHO	managomont	rading radomon of occurring (radout & Maybee)			
11/15/2023	AU000000IPH9 AU000000IPH9	Management	Equity Grant (Performance Rights - Andrew Blattman)	For	For	
	AU000000IPH9 AU000000IPH9 AU000000IPH9	Management Management	Equity Grant (Performance Rights - Andrew Blattman) Remuneration Report	For For	For	
11/15/2023 11/15/2023	AU000000IPH9					
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023	AU000000IPH9 AU000000IPH9 AU000000IPH9 AU000000IPH9	Management Management Management	Remuneration Report Elect David S. Wiadrowski Ratify Placement of Securities (Smart & Biggar)	For For	For For	
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/14/2023	AU000000IPH9 AU000000IPH9 AU000000IPH9 AU000000IPH9 US4262811015	Management Management Management Management	Remuneration Report Elect David S. Wiladrowski Ratify Placement of Securities (Smart & Biggar) Elect David B. Foss	For For For	For For For	
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023	AU000000IPH9 AU000000IPH9 AU000000IPH9 AU000000IPH9	Management Management Management	Remuneration Report Elect David S. Wiadrowski Ratify Placement of Securities (Smart & Biggar)	For For	For For	Vote against the company chair when the company is not a UNGC participant or signatory CR the Human Rights Policy does not slight with UNDFR
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/14/2023 11/14/2023	AU000000IPH9 AU000000IPH9 AU000000IPH9 AU000000IPH9 US4262811015 US4262811015	Management Management Management Management Management Management	Remuneration Report Elect David S. Wiladrowski Ratify Placement of Securities (Smart & Biggar) Elect David B. Foss Elect Matthew C. Flanigan	For For For For	For For For For	when the company is not a UNGC participant or signatory OR the Human Rights Policy
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/14/2023 11/14/2023 11/14/2023	AU000000PH9 AU000000PH9 AU000000PH9 AU000000PH9 US4262811015 US4262811015 US4262811015	Management Management Management Management Management Management	Remuneration Report Elect David S. Wiladrowski Ratify Placement of Securities (Smart & Biggar) Elect David B. Foss Elect Matthew C. Flanigan Elect Thomas H. Wilson, Jr.	For For For For For	For For For Withhold	when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Vote against the chair of the nomination or governance committee if the company does
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023	AU000000IPH9 AU000000IPH9 AU000000IPH9 AU000000IPH9 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015	Management	Remuneration Report Elect David S. Wiadrowski Ratify Placement of Securities (Smart & Biggar) Elect David B. Foss Elect Matthew C. Flanigan Elect Thomas H. Wilson, Jr. Elect Jacque R. Fiegel Elect Thomas A. Wimsett Elect Laura G. Kelly	For	For For For Withhold For For For	when the company is not a UNCC participant or signatory OR the Human Rights Policy does not align with UNDHR
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023	AU000000IPH9 AU000000IPH9 AU000000IPH9 AU000000IPH9 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015	Management Management Management Management Management Management Management Management Management	Remuneration Report Elect David S. Wiadrowski Ratify Placement of Securities (Smart & Biggar) Elect David B. Foss Elect Matthew C. Flanigan Elect Thomas H. Wilson, Jr. Elect Jacque R. Fiegel Elect Thomas A. Wimsett	For	For For For For For Withhold For For Withhold	when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Vote against the chair of the nomination or governance committee if the company does
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023	AU000000IPH9 AU000000IPH9 AU000000IPH9 AU000000IPH9 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015	Management	Remuneration Report Elect David S. Wiladrowski Ratify Placement of Securities (Smart & Biggar) Elect David B. Foss Elect Matthew C. Flanigan Elect Thomas H. Wilson, Jr. Elect Jacque R. Fiegel Elect Thomas A. Wilmett Elect Laura G. Kelly Elect Shruti S. Miyashiro Elect Wesley A. Brown Elect Curtis A. Campbell	For	For For For For Withhold For For For For For For For For For Fo	when the company is not a LIMSC participant or signatory OR the Human Rights Policy does not align with UNDHR Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/15/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023 11/14/2023	AU00000IPH9 AU00000IPH9 AU00000IPH9 AU00000IPH9 AU00000IPH9 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015 US4262811015	Management	Remuneration Report Elect David S. Wiadrowski Ratify Placement of Securities (Smart & Biggar) Elect David B. Foss Elect Matthew C. Flanigan Elect Thomas H. Wilson, Jr. Elect Jacque R. Fiegel Elect Thomas A. Wimsett Elect Laura G. Kelly Elect Shruti S. Miyashiro Elect Wesley A. Brown	For	For For For Withhold For	when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Vote against the chair of the nomination or governance committee if the company does
	11/8/2023 11/8/2023	11/8/2023 AJ00000AMC4 11/8/2023 AJ00000AMC4 11/8/2023 AJ00000AMC4 11/8/2023 AJ000000AMC4 11/8/2023 AJ000000AMC4 11/8/2023 AJ000000AMC4 11/8/2023 AJ000000AMC4 11/8/2023 AJ000000AMC4 11/8/2023 JUS0530151036	11/8/2023 AJ000000AMC4 Management 11/8/2023 US0530151036 Management 11/8/2023 US0530151036	1182/2022 AL000000ANC4 Management Elect Aurorea E Bentone		

Medibank Private Limited	Management ShareHolder	Re-elect Tracey Batten Remuneration Report Remuneration Report Re-elect Tim Antonie Re-elect Michael Heine Equity Grant (MD/CEO Matt Heine) Approve Increase in NE Ds' Fee Cap REMUNERATION REPORT Elect Brad Welsh Elect Jill Watts Re-elect David Gordon Re-elect Anne J. Loveridge Equity Grant (MD/CEO Matt Fitzgibbon) Elect Anne J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect More Anne J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect Awa Ablo Elect All Elect Brad Report Elect Brad Report Elect Safra A Catz Elect Brad Report Elect Safra A Catz Elect Brad Report Elect Amene R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Lemrence J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect Leon E. Panetta Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For For For For For For For Undetermined For	For Against For	No tie between compensation and sustainability. Increase appears substantial increase in a concerns; insufficient response to shareholder dissent increase in a concerns; insufficient response to shareholder dissent increase in a concerns; insufficient response to shareholder dissent inconcerns; insufficient response in sufficient respons
Netwealth Group Limited 11/22/2023	Management	Remuneration Report Re-elect Tim Antonie Re-elect Tim Antonie Equity Grant (MD/CEO Matt Heine) Approve Increase in NEDs' Fee Cap REMUNERATION REPORT Elect Brad Welsh Elect Jill Watts Re-elect David Gordon Re-elect David Gordon Re-elect Anne J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect deffery S. Berg Elect Michael J. Boskin Elect Jeffery S. Berg Elect Michael J. Boskin Elect Safra A. Catz Elect Group R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Lawrence J. Ellison Elect Rona Fairhead Elect Leffrey O. Henley Elect Renée J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect Leon J. Panetta Elect Leon S. Parett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation	For	For	Increase appears substantial CFO on board Cropoing compensation concerns; Insufficient response to shareholder dissent UNGs participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent
Netwealth Group Limited	Management	Re-elect Tim Antonie Re-elect Michael Heine Re-elect Michael Heine Equity Grant (MDCEO Matt Heine) Approve Increase in NEDs' Fee Cap REMUNERATION REPORT Elect Bad Welsh Elect Jill Watts Re-elect David Gordon Re-elect Anne J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect Awo Ablo Elect Safra A. Catz Elect Barles R. Chizen Elect George H. Conrades Elect Leffery O. Henley Elect Leffrey O. Henley Elect Rona Fairhead Elect Jeffrey O. Henley Elect Renée J. James Elect Leon E. Panetta Elect Leon E. Panetta Elect Leon G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For Undetermined For	For	CFO on board Ongoing compensation concerns; insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; insufficient response to shareholder dissent Ongoing compensation concerns; insufficient response to shareholder dissent
Netwealth Group Limited 11/22/2023	Management	Re-elect Michael Heine Equity Grant (MD/CEO Matt Heine) Approve Increase in NED Fee Cap REMUNERATION REPORT Elect Brad Welsh Elect Jill Wats Re-elect David Gordon Re-elect Anne J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect Awo Ablo Elect Heffrey S. Berg Elect Michael J. Boskin Elect Safra A. Catz Elect Bruce R. Chizen Elect George H. Conrades Elect George H. Conrades Elect Lawrence J. Ellison Elect Lawrence J. Ellison Elect Renée J. James Elect Charles W. Moorman Elect Charles W. Moorman Elect Leon E. Panetta Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For	CFO on board Ongoing compensation concerns; insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; insufficient response to shareholder dissent Ongoing compensation concerns; insufficient response to shareholder dissent
Netwealth Group Limited	Management	Equity Grant (MD/CEO Matt Heine) Approve Increase in NEDs' Fee Cap REMUNERATION REPORT Elect Brad Welsh Elect Jill Watts Re-elect David Gordon Re-elect Anne J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect Awo Ablo Elect Allor Elect Michael J. Boskin Elect Affery S. Berg Elect Michael J. Boskin Elect Safra A. Catz Elect Grore R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Lewrence J. Ellison Elect Conservation Elect Michael S. James Elect Charles W. Moorman Elect Leon E. Panetta Elect Leon E. Panetta Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For Undetermined For	For For For For For For For For For Withhold Withhold For For For For Withhold For For For For For Withhold	CFO on board Ongoing compensation concerns; insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; insufficient response to shareholder dissent Ongoing compensation concerns; insufficient response to shareholder dissent
NIB Holdings Limited	Management	REMUNERATION REPORT Elect Brad Welsh Elect Jill Wats Re-elect David Gordon Re-elect Anne J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect Awo Ablo Elect Jeffrey S. Berg Elect Michael J. Boskin Elect Safra A. Catz Elect Bruce R. Chizen Elect George H. Conrades Elect George H. Conrades Elect Lawrence J. Ellison Elect Lawrence J. Ellison Elect Charles W. Moorman Elect Charles W. Moorman Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For For For For For Withhold Withhold For For Withhold For For Withhold	CFO on board Ongoing compensation concerns; insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; insufficient response to shareholder dissent Ongoing compensation concerns; insufficient response to shareholder dissent
NIB Holdings Limited	Management	Elect Brad Welsh Elect Jill Watts Re-elect David Gordon Re-elect Anne J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect Awn Ablo Elect Jeffrey S. Berg Elect Michael J. Boskin Elect Safra A. Catz Elect Bruce R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Lawrence J. Ellison Elect Conserve G. Chemical Elect Agriculture G. Chemical Elect Agriculture G. Chemical Elect Agriculture G. Chemical Elect Chemical Elect Chemical Elect Agriculture G. J. Americal Elect Chemical Elect Elect Chemical Elect Elect Chemical Elect	For	For For For For For Withhold Withhold For For For For Withhold For Withhold For Withhold For	Ongoing compensation concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
NIB Holdings Limited	Management	Elect Jill Watts Re-elect David Gordon Re-elect Anea J. Loveridge Equity Grant (MD/CEO Mark Fitzgibbon) Elect Awo Ablo Elect Awo Ablo Elect Safra A. Catz Elect Safra A. Catz Elect Bruce R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Rona Fairhead Elect Leffrey O. Henley Elect Renée J. James Elect Lene E. Panetta Elect Leon E. Panetta Elect Leon S. Parett Elect Leon S. Parett Elect Leon S. Parett Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For For For For For For Withhold Withhold For For For Withhold Withhold For For For For For For For For For Fo	Ongoing compensation concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
NIB Holdings Limited	Management	Re-elect David Gordon Re-elect Anne J. Loveridge Equily Grant (MD/CEO Mark Fitzgibbon) Elect Awo Ablo Elect Jeffrey S. Berg Elect Michael J. Boskin Elect Safra A. Catz Elect Bruce R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Lawrence J. Ellison Elect Conservation of the Conservatio	For	For For For Withhold Withhold For For Withhold Withhold For For For For For For For For Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
NIB Holdings Limited 11/10/2023 AU000000NHF0 Oracle Corp. 11/15/2023 US68389X1054 I US68389X	Management	Equity Grant (MD/CEO Mark Fitzgibbon) Elect Awo Ablo Elect Awo Ablo Elect Awo Ablo Elect Safra A. Catz Elect Safra A. Catz Elect Bruce R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Rona Fairhead Elect Jeffrey O. Henley Elect Renée J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect Leon G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For For For Withhold For Withhold Withhold Withhold For For For For For For For For For Withhold Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle	Management	Elect Awo Ablo Elect Jeffrey S. Berg Elect Michael J. Boskin Elect Safra A. Catz Elect Bruce R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Rona Fairhead Elect Jeffrey O. Henley Elect Renée J. James Elect Charles W. Moorman Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For For Withhold For Withhold Withhold Withhold For For For For Withhold Withhold Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle	Management	Elect Jeffrey S. Berg Elect Michael J. Boskin Elect Safra A. Catz Elect Safra A. Catz Elect Group R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Rona Fairhead Elect Jeffrey O. Henley Elect Renes Elect Charles W. Moorman Elect Leon E. Panetta Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For For Withhold For Withhold Withhold For For For For Withhold Withhold Withhold Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle	Management	Elect Michael J. Boskin Elect Safra A. Catz Elect Safra R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Rona Fairhead Elect Jeffrey O. Henley Elect Renée J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For Withhold For Withhold Withhold For For For For For For Withhold Withhold Withhold Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle	Management	Elect Bruce R. Chizen Elect George H. Conrades Elect Lawrence J. Ellison Elect Rona Fairhead Elect Jeffrey O. Henley Elect Renée J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For Withhold For For For Withhold Withhold For Withhold Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 I Oracle	Management	Elect George H. Conrades Elect Lawrence J. Ellison Elect Rona Fairhead Elect Jeffrey O. Henley Elect Renée J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For For For For For For For	Withhold For For For Withhold Withhold Withhold For Withhold	concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle	Management Management	Elect Lawrence J. Ellison Elect Rona Fairhead Elect J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation	For For For For For For For For For	Withhold For For For Withhold Withhold For Withhold	concerns; Insufficient response to shareholder dissent Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle Corp. 11/15/2023 US68389X1054 5 Oracle	Management	Elect Jeffrey O. Henley Elect Renée J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For For For For For	For Withhold Withhold For Withhold	UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation Ongoing compensation
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle Corp. 11/15/2023 US68389X1054 5 Oracle	Management	Elect Jeffrey O. Henley Elect Renée J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For For For For For	For Withhold Withhold For Withhold	concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 I Oracle	Management	Elect Renée J. James Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For For For	For Withhold Withhold For Withhold	concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 I	Management	Elect Charles W. Moorman Elect Leon E. Panetta Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For For	Withhold Withhold For Withhold	concerns; Insufficient response to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 I Oracle Corp. 11/15/2023 US68389X1054 S	Management	Elect William G. Parrett Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For	For Withhold	to shareholder dissent Ongoing compensation concerns; Insufficient response to shareholder dissent Ongoing compensation
Oracle Corp. 11/15/2023 US68389X1054 I Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Paylocity Holding Corp 11/30/2023 US70438V1061 I Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management Management Management Management Management Management ShareHolder	Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	Withhold	to shareholder dissent Ongoing compensation
Oracle Corp. 11/15/2023 US68389X1054 I Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Paylocity Holding Corp 11/30/2023 US70438V1061 I Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management Management Management Management Management Management ShareHolder	Elect Naomi O. Seligman Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	Withhold	
Oracle Corp. 11/15/2023 US68389X1054 I Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Paylocity Holding Corp 11/30/2023 US70438V1061 I Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management Management Management Management Management ShareHolder	Elect Vishal Sikka Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For		
Oracle Corp. 11/15/2023 US68389X1054 I Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Paylocity Holding Corp 11/30/2023 US70438V1061 I Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management Management Management Management ShareHolder	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation			to shareholder dissent
Oracle Corp. 11/15/2023 US68389X1054 I Oracle Corp. 11/15/2023 US68389X1054 S Paylocity Holding Corp 11/30/2023 US70438V1061 I Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management Management Management ShareHolder	Frequency of Advisory Vote on Executive Compensation	For	For Against	No tie between compensation
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle Corp. 11/15/2023 US68389X1054 1 Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Paylocity Holding Corp 11/30/2023 US70438V1061 I Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management Management ShareHolder			1	and sustainability.
Oracle Corp. 11/15/2023 US68389X1054 1 Oracle Corp. 11/15/2023 US68389X1054 \$ Oracle Corp. 11/15/2023 US68389X1054 \$ Paylocity Holding Corp 11/30/2023 US70438V1061 I Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management ShareHolder	Amendment to the 2020 Equity Incentive Plan	1 Year For	1 Year Against	Excessive overhang
Oracle Corp. 11/15/2023 US68389X1054 S Oracle Corp. 11/15/2023 US68389X1054 S Paylocity Holding Corp 11/30/2023 US70438V1061 Paylocity Holding Corp 11/30/2023 US70438V1061 I	ShareHolder	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Paylocity Holding Corp 11/30/2023	ShareHolder	Shareholder Proposal Regarding Median Gender and Racial Pay Equity	Against	For	
Paylocity Holding Corp 11/30/2023 US70438V1061 I		Report Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better able to oversee the executives of a company and set a pro-
Paylocity Holding Corp 11/30/2023 US70438V1061 I		A	F	For	shareholder agenda
	Management Management	Approval of the 2023 Equity Incentive Plan Amend Articles to Allow for the Removal of Directors	For For	For	
	Management	Elect Steven R. Beauchamp	For	For	
	Management	Elect Linda M. Breard	For	For	
Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management	Elect Virginia G. Breen	For	Withhold	There is insufficient female representation on the board of
	Management	Elect Jeffrey T. Diehl	For	Withhold	directors. Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors.
, , , , , , , , , , , , , , , , , , , ,	Management	Elect Robin L. Pederson	For	For	There is insufficient female
Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management	Elect Andres D. Reiner	For	Withhold	representation on the board of
Paylocity Holding Corp 11/30/2023 US70438V1061	Management	Elect Kenneth B. Robinson	For	For	directors.
Paylocity Holding Corp 11/30/2023 US70438V1061 I	Management	Elect Ronald V, Waters III	For	Withhold	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHC targets in place. There is insufficient female
	Management Management	Elect Toby J. Williams	For	For	representation on the board of directors.
	Management	Ratification of Auditor	For	For	
	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability
Ramsay Health Care 11/28/2023 AU000000RHC8 I	Management	Remuneration Report	For	For	это осолениемиту.
·	Management	Re-elect Michael Siddle	For	For	
	Management Management	Re-elect Karen Penrose Equity Grant (MD/CEO Craig Ralph McNally)	For For	For	
·	Management Management	REMUNERATION REPORT	For	For	+
	Management	Re-elect Nicholas (Nick) J. Dowling	For	For	
	Management	Equity Grant (MD/CEO Owen Wilson)	For	For	
	Management Management	Approve Increase in NEDs' Fee Cap Elect Carol J. Burt	Undetermined For	For Against	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
	Management	Elect Jan De Witte	For	For	
	Management Management	Elect John Hernandez Elect Karen Drexler	For For	For	
	Management Management	Elect Karen Drexler Elect Richard Sulpizio	For	For	
	Management	Elect Michael J. Farrell	For	For	
Resmed Inc. 11/17/2023 AU000000RMD6 I	Management	Elect Desney Tan	For	For	
	Management Management	Elect Peter C. Farrell Elect Ronald Taylor	For	For Against	Vote against the chair of the nomination or governance committee if the company does
Resmed Inc. 11/17/2023 AU000000RMD6 I	Management	Elect Harjit Gill	For	For	not disclose EEO1 reporting.
	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Resmed Inc. 11/17/2023 AU000000RMD6 I	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
Resmed Inc. 11/17/2023 AU000000RMD6 I	Management	Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For	For	
Resmed Inc. 11/17/2023 AU000000RMD6 I	Management	this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on	Do Not Vote	Unvoted	
Resmed Inc. 11/17/2023 AU000000RMD6 I	Management	this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on	Do Not Vote	Unvoted	
		this Resolution to Approve 3 Years			
	Management	Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve Abstain	Do Not Vote	Unvoted	
Seek Limited 11/15/2023 AU000000SEK6 I	Management Management	REMUNERATION REPORT Elect Jamaludin Ibrahim	For For	For For	

Seek Limited	11/15/2023	AU000000SEK6	Management	Re-elect Vanessa M. Wallace	For	Against	Company does not report to CDF
							or SASB.
Seek Limited	11/15/2023	AU000000SEK6	Management	Renew Proportional Takeover Provisions	For	For	
Seek Limited	11/15/2023	AU000000SEK6	Management	Equity Grant (MD/CEO Ian Narev - Equity Right)	For	For	
Seek Limited	11/15/2023	AU000000SEK6	Management	Equity Grant (MD/CEO Ian Narev - WSP Options and Rights)	For	For	
Spark New Zealand Limited	11/3/2023	NZTELE0001S4	Management	Authority to Set Auditor's Fees	Undetermined	For	

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
ARB Corporation	10/19/2023	AU000000ARB5	Management	Remuneration Report	For	Against	Large increase in fixed
							remuneration; No formal incentive plans
ARB Corporation	10/19/2023	AU000000ARB5	Management	Re-elect Andrew P. Stott	For	Against	There is insufficient female
							representation on the board of directors.
ARB Corporation	10/19/2023	AU000000ARB5	Management	Appointment of Auditor	For	For	
Brambles Ltd	10/12/2023	AU000000BXB1	Management	Re-elect Ken McCall	For	For	
Brambles Ltd	10/12/2023	AU000000BXB1	Management	Re-elect John Mullen	For	For	
Brambles Ltd	10/12/2023	AU000000BXB1	Management	Re-elect Nora Scheinkestel	For	For	
Brambles Ltd	10/12/2023	AU000000BXB1	Management	Equity Grant (CEO Graham Chipchase - PSP)	For	For	
Brambles Ltd	10/12/2023	AU000000BXB1	Management	Equity Grant (CFO Nessa O'Sullivan - PSP)	For	For	
Brambles Ltd	10/12/2023	AU000000BXB1	Management	Equity Grant (CFO Nessa O'Sullivan - MyShare Plan)	For	For	
Brambles Ltd	10/12/2023	AU000000BXB1	Management	Remuneration Report	For	For	
Brambles Ltd	10/12/2023	AU000000BXB1	Management	Elect Priya Rajagopalan	For	For	
Carsales.com Limited	10/27/2023	AU00000CAR3	Management	Remuneration Report	For	For	
Carsales.com Limited	10/27/2023	AU000000CAR3	Management	Re-elect Patrick (Pat) R.J. O'Sullivan	For	Against	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR
Carsales.com Limited	10/27/2023	AU00000CAR3	Management	Re-elect Walter (Wal) J. Pisciotta	For	For	
Carsales.com Limited	10/27/2023	AU00000CAR3	Management	Elect Susan Massasso	For	For	
Carsales.com Limited	10/27/2023	AU000000CAR3	Management	Equity Grant (MD/CEO Cameron McIntyre - FY2023 STI)	For	For	
Carsales.com Limited	10/27/2023	AU00000CAR3	Management	Equity Grant (MD/CEO Cameron McIntyre - FY2024 LTI)	For	For	
Carsales.com Limited	10/27/2023	AU00000CAR3	Management	Change in Company Name	For	For	
Codan Ltd	10/25/2023	AU000000CDA3	Management	Remuneration Report	For	For	
Codan Ltd	10/25/2023	AU00000CDA3	Management	Re-elect Graeme R.C. Barclay	For	Against	Vote against the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place. Company does not report to CDD or SAS R
Codan Ltd	10/25/2023	AU00000CDA3	Management	Elect Sarah Adam-Gedge	For	Against	Company does not report to CDP or SASB.
Codan Ltd	10/25/2023	AU00000CDA3	Management	Elect Heith Mackay-Cruise	For	Against	Company does not report to
			-	·		1	CDP or SASB.
Codan Ltd	10/25/2023	AU00000CDA3	Management	Equity Grant (MD/CEO Alfonzo lanniello - STI)	For	For	
Codan Ltd	10/25/2023	AU00000CDA3	Management	Equity Grant (MD/CEO Alfonzo lanniello - LTI)	For	For	
Commonwealth Bank of Australia	10/11/2023	AU00000CBA7	Management	Equity Grant (MD/CEO Matt Comyn)	For	For	
Commonwealth Bank of Australia	10/11/2023	AU00000CBA7	Management	Elect Robert Whitfield	For	For	
Commonwealth Bank of Australia	10/11/2023	AU00000CBA7	Management	Re-elect Simon Paul Moutter	For	For	
Commonwealth Bank of Australia	10/11/2023	AU00000CBA7	Management	Remuneration Report	For	For	
Credit Corp Group	10/24/2023	AU000000CCP3	Management	Equity Grant (Thomas Beregi - Performance Rights)	For	For	
Credit Corp Group	10/24/2023	AU000000CCP3	Management	Elect Lyn McGrath	For	Against	There is insufficient female
Credit Corp Group	10/24/2023	AU000000CCP3	Management	Elect Brad Cooper	For	For	representation on the board of directors.
Credit Corp Group	10/24/2023	AU000000CCP3	Management	Remuneration Report	For	Against	No tie between compensation and sustainability.
CSL Ltd.		AU000000CSL8	Management	Appoint Auditor		For	
CSL Ltd.	10/11/2023	AU000000CSL8	Management	Re-elect Carolyn Hewson	For	For	
CSL Ltd.	10/11/2023	AU000000CSL8	Management	Remuneration Report	For	For	
CSL Ltd.	10/11/2023	AU000000CSL8	Management	Equity Grant (MD/CEO Paul McKenzie)	For	For	
Endeavour Group Ltd	10/31/2023	AU0000154833	Management	Remuneration Report	For	For	
Endeavour Group Ltd	10/31/2023	AU0000154833	Management	Equity Grant (MD/CEO Steve Donohue)	For	For	
Endeavour Group Ltd	10/31/2023	AU0000154833	Management	Renew Proportional Takeover Provisions	For	For	
Endeavour Group Ltd	10/31/2023	AU0000154833	Management	Re-elect Bruce Mathieson Jr.	For	For	
Endeavour Group Ltd	10/31/2023	AU0000154833	Management	Elect Rod van Onselen	For	For	
Endeavour Group Ltd	10/31/2023	AU0000154833	ShareHolder	Shareholder Proposal Regarding Election of Dissident Nominee William Wavish	Against	Against	
Reliance Worldwide Corporation Limited	10/26/2023	AU000000RWC7	Management	Elect Brad Soller	For	For	
Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited	10/26/2023	AU000000RWC7	Management Management	Re-elect Russell Chenu Re-elect Ian B. Rowden	For	Against	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR
Reliance Worldwide Corporation Limited	10/26/2023	AU000000RWC7	Management	REMUNERATION REPORT	For	For	
Reliance Worldwide Corporation Limited	10/26/2023	AU000000RWC7	Management	Equity Grant - MD/CEO Heath Sharp	For	For	
Super Retail Group Limited	10/25/2023	AU000000SUL0	Management	Remuneration Report	For	Against	One-off outperformance award
						1	
Super Retail Group Limited	10/25/2023	AU000000SUL0	Management	Elect Mark O'Hare	For	For	
Super Retail Group Limited	10/25/2023	AU000000SUL0	Management	Re-elect Sally Annabelle Chaplain	For	For	
Super Retail Group Limited	10/25/2023	AU000000SUL0	Management	Re-elect Howard L. Mowlem	For	For	
Super Retail Group Limited	10/25/2023	AU000000SUL0	Management	Equity Grant (MD/CEO Anthony Heraghty)	For	For	
Super Retail Group Limited	10/25/2023	AU000000SUL0	Management	Approve Increase in NEDs' Fee Cap	Undetermined	For	
Telstra Corporation	10/17/2023	AU000000TLS2	Management	Elect Maxine N. Brenner	For	For	
Telstra Corporation	10/17/2023	AU000000TLS2	Management	Elect Ming Long	For	For	
Telstra Corporation	10/17/2023	AU000000TLS2	Management	Re-elect Bridget Loudon	For	For	
Telstra Corporation	10/17/2023	AU000000TLS2	Management	Re-elect Elana Rubin	For	For	
Telstra Corporation	10/17/2023	AU000000TLS2	Management	Grant of Restricted Shares	For	For	
Telstra Corporation	10/17/2023	AU000000TLS2	Management	Grant of Performance Rights	For	For	1
Telstra Corporation	10/17/2023	AU000000TLS2	Management	REMUNERATION REPORT	For	For	
Wesfarmers Limited	10/26/2023	AU000000WES1	Management	Re-elect Michael A Chaney	For	Against	Company does not report to CDP or SASB.
Wesfarmers Limited	10/26/2023	AU000000WES1	Management	Re-elect Bill English	For	Against	Company does not report to CDP or SASB.
Wesfarmers Limited	10/26/2023	AU000000WES1	Management	Re-elect Alan J. Cransberg	For	Against	Company does not report to CDP or SASB.
Wesfarmers Limited	10/26/2023	AU000000WES1	Management	Remuneration Report	For	For	
Wesfarmers Limited	10/26/2023	AU000000WES1	Management	Equity Grant (MD/CEO KEEPP Awards)	For	For	
	10/26/2023	AU000000WOW2	Management	Elect Tracey Fellows	For	For	
Woolworths Group Limited	10/26/2023	AU000000WOW2	Management	Elect Warwick Bray	For	For	
Woolworths Group Limited Woolworths Group Limited				·	For		
Woolworths Group Limited		AU0000000WOW2	Management				
Woolworths Group Limited Woolworths Group Limited	10/26/2023	AU000000WOW2	Management	Remuneration Report Fauity Grant (MD/CEO Bradford Banducci)		For	
Woolworths Group Limited Woolworths Group Limited Woolworths Group Limited	10/26/2023 10/26/2023	AU000000WOW2	Management	Equity Grant (MD/CEO Bradford Banducci)	For	For	
Woolworths Group Limited Woolworths Group Limited Woolworths Group Limited Woolworths Group Limited	10/26/2023 10/26/2023 10/26/2023	AU000000WOW2 AU000000WOW2	Management Management	Equity Grant (MD/CEO Bradford Banducci) Approve Termination Benefits	For	For For	
Woolworths Group Limited Woolworths Group Limited Woolworths Group Limited	10/26/2023 10/26/2023	AU000000WOW2	Management	Equity Grant (MD/CEO Bradford Banducci)	For	For	



Proxy Voting Summary Results 1 September - 30 September 2023

	,	ullillary Results	1 September - 30 September	2023			
Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Auto Trader Group Pic	9/14/2023	GB00BVYVFW23	Management	Elect David Keens	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Appointment of Auditor	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Elect Jill Easterbrook	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Authority to Set Auditor's Fees	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Accounts and Reports	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Elect Jeni Mundy	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Remuneration Report	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Elect Catherine Faiers	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Final Dividend	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Elect James J. Warner	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital	For	For	
				Investment)			
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Elect Matthew Davies	For	Against	Vote against the company chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align with LINDHR
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Elect Sigridur Sigurdardottir	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Authority to Repurchase Shares	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Elect Nathan Coe	For	For	
Auto Trader Group Plc	9/14/2023	GB00BVYVFW23	Management	Elect Jasvinder Gakhal	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Valérie Chapoulaud-Floquet	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Authorisation of Political Donations	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Debra A. Crew	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Sir John A. Manzoni	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Accounts and Reports	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Javier Ferrán	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Alan Stewart	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Remuneration Report	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Lavanya Chandrashekar	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Ireena Vittal	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Authority to Repurchase Shares	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Remuneration Policy	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Susan Kilsby	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Appointment of Auditor	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Adoption of New Articles	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Long-Term Incentive Plan	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Melissa Bethell	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Authority to Set Auditor's Fees	For	For	İ
Diageo plc	9/28/2023	GB0002374006	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Final Dividend	For	For	
Diageo plc	9/28/2023	GB0002374006	Management	Elect Karen Blackett	For	For	
Nike, Inc.	9/12/2023	US6541061031	Management	Elect Cathleen A. Benko	For	For	
Nike, Inc.	9/12/2023	US6541061031	ShareHolder	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	For	
Nike, Inc.	9/12/2023	US6541061031	Management	Elect Alan B. Graf, Jr.	For	For	
Nike, Inc.	9/12/2023	US6541061031	ShareHolder	Shareholder Proposal Regarding Report on Supply Chain Management	Against	For	In best interests of shareholders.
Nike, Inc.	9/12/2023	US6541061031	Management	Elect John W. Rogers, Jr.	For	Withhold	Multi-class share structure with unequal voting rights
Nike, Inc.	9/12/2023	US6541061031	Management	Elect Robert Holmes Swan	For	For	
Nike, Inc.	9/12/2023	US6541061031	Management	Advisory Vote on Executive Compensation	For	For	
Nike, Inc.	9/12/2023	US6541061031	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Nike, Inc.	9/12/2023	US6541061031	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.



Proxy Voting Summary Results 1 August - 31 August 2023

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Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Elect Jill D. Smith	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Elect Shai Weiss	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Elect Gil Shwed	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Elect Zipora Ozer-Armon	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Elect Jerry Ungerman	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Elect Tal Shavit	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Approve CEO Compensation	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Amend NED Compensation Arrangements	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Elect Ray Rothrock as Outside Director	For	For	
Check Point Software Technologies	8/3/2023	IL0010824113	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Fisher & Paykel Healthcare Corporation Limited	8/29/2023	NZFAPE0001S2	Management	Approve Increase in NED's Fee Cap	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/29/2023	NZFAPE0001S2	Management	Re-elect Pip Greenwood	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/29/2023	NZFAPE0001S2	Management	Equity Grant (MD/CEO Lewis Gradon - PSRs)	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/29/2023	NZFAPE0001S2	Management	Authorise Board to Set Auditor's Fees	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/29/2023	NZFAPE0001S2	Management	Equity Grant (MD/CEO Lewis Gradon - Options)	For	For	



Proxy Voting Summary Results 1 July - 31 July 2023

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Anil Seetharam	For	Against	There is insufficient female representation on the board of directors.
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Anesa T. Chaibi	For	For	
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Kelly S. Gast	For	For	
Advanced Drainage Systems Inc	7/20/2023		Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Michael B. Coleman	For	For	
Advanced Drainage Systems Inc	7/20/2023		Management	Elect M.A. (Mark) Haney	For	For	
Advanced Drainage Systems Inc	7/20/2023		Management	Advisory Vote on Executive Compensation	For	For	
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Robert M. Eversole	For	Against	Vote against the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. No GHG targets in place.
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Ross M. Jones	For	For	
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Alexander R. Fischer	For	Against	Does not disclose EE01 reporting. There is insufficient female representation on the board of directors.
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Manuel Perez de la Mesa	For	For	
Advanced Drainage Systems Inc	7/20/2023		Management	Elect D. Scott Barbour	For	For	
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Tanya D. Fratto	For	Against	There is insufficient female representation on the board of directors.
Advanced Drainage Systems Inc	7/20/2023		Management	Elect Carl A. Nelson, Jr.	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Elect Ciaran Murray	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Elect Joan Garahy	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Elect Steve Cutler	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Elect Julie O'Neill	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Elect Rónán Murphy	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Elect Linda S. Grais	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Authority to Repurchase Shares	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Elect John Climax	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Accounts and Reports	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Authorize Price Range for the Reissuance of Treasury Shares	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Elect Eugene McCague	For	For	
Icon Pic	7/25/2023	IE0005711209	Management	Authority to Set Auditor's Fees	For	For	Excessive non-audit fees
Macquarie Group Ltd	7/27/2023	AU000000MQG1	Management	Remuneration Report	For	For	
Macquarie Group Ltd	7/27/2023	AU000000MQG1	Management	Approve Termination Benefits	For	For	
Macquarie Group Ltd	7/27/2023	AU000000MQG1	Management	Equity Grant (MD/CEO Shemara Wikramanayake)	For	For	
Macquarie Group Ltd	7/27/2023	AU000000MQG1	Management	Re-elect Nicola Wakefield Evans	For	For	
Macquarie Group Ltd Mainfreight	7/27/2023 7/27/2023	AU000000MQG1 NZMFTE0001S9	Management Management	Elect Susan Lloyd-Hurwitz Re-elect Bryan Mogridge	For For	For Against	Affiliate/Insider on audit committee; Board is not sufficiently independent
Mainfreight	7/27/2023	NZMFTE0001S9	Management	Authorise Board to Set Auditor's Fees	For	For	
Ryman Healthcare	7/27/2023	NZRYME0001S4	Management	Authority to Set Auditor's Fees	For	For	
Ryman Healthcare	7/27/2023	NZRYME0001S4	Management	Elect Dean Hamilton	For	For	
Ryman Healthcare	7/27/2023	NZRYME0001S4	Management	Elect James Miller	For	For	
Ryman Healthcare	7/27/2023	NZRYME0001S4	Management	Re-elect Paula Jeffs	For	For	
Ryman Healthcare	7/27/2023	NZRYME0001S4	Management	Re-elect Claire Higgins	For	For	



Proxy Voting Summary Results 1 June - 30 June 2023

Issuer Name Alphabet Inc Alphabet Inc							
	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect Larry Page	for	For	
	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Content Governance Report	against	Against	Shareholder proposal is anti- social.
Alphabet Inc	6/2/2022	US02079K3059	Managament	Elect Sergey Prin	for	For	SOCIAI.
Alphabet Inc Alphabet Inc	6/2/2023	US02079K3059	Management ShareHolder	Elect Sergey Brin Shareholder Proposal Regarding Assessment of Audit and Compliance	for against	For	An independent evaluation of
7 Epinabot III o	0/2/2020	000201010000	onaror roldor	Committee	agamot		audit committee could benefit
							shareholders
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect Sundar Pichai	for	For	
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	against	For	Shareholders should approve provisions that could
				Provisions			potentially limit their rights
							, ,
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect John L. Hennessy	for	Against	Vote against the company
							chair when the company is a UNGC participant or signator
							OR the Human Rights Policy
							does not align with UNDHR.
							There is insufficient female representation on the board of
							directors.
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Retention of Shares Until Normal	against	Against	
Alphabet Inc	6/2/2023	US02079K3059	Management	Retirement Age Elect Frances H. Arnold	for	Against	There is insufficient female
			3		<u> </u>	J	representation on the board of
							directors.
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Recapitalization	against	For	Allowing one vote per share
							generally operates as a safeguard for common
							shareholders
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect R. Martin Chavez	for	For	
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect L. John Doerr	for	Against	Affiliate/Insider on
							compensation committee
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect Roger W. Ferguson, Jr.	for	For	
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect Ann Mather	for	For	
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect K. Ram Shriram	for	For	
Alphabet Inc	6/2/2023	US02079K3059	Management	Elect Robin L. Washington	for	For	
Alphabet Inc	6/2/2023	US02079K3059	Management	Ratification of Auditor	for	Against	Excessive Auditor Tenure.
Alphabet Inc	6/2/2023	US02079K3059	Management	Amendment to the 2021 Stock Plan	for	Against	Pace of historical grants;
							Excessive cost compared to
							enterprise value
Alphabet Inc	6/2/2023	US02079K3059	Management	Advisory Vote on Executive Compensation	for	Against	No tie between compensation
							and sustainability.
Alphabet Inc	6/2/2023	US02079K3059	Management	Frequency of Advisory Vote on Executive Compensation	THREE	1 Year	An annual advisory vote on
							executive compensation is in the best interests of
							shareholders
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Lobbying Report	against	For	Increased disclosure would
					-3		allow shareholders to more
							fully assess risks presented
							by the Company's indirect lobbying
							lobbying
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Congruency Report of Partnerships with	against	Against	Shareholder proposal is anti- social.
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Certain Organizations		Amaimat	SOCIAI.
Apriabet inc	6/2/2023	USU2U/9K3U59	Snarenoider	Shareholder Proposal Regarding Lobbying Activity Alignment with Climate Commitments and the Paris Agreement	against	Against	
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Report on Risks from Abortion-Related	against	For	An evaluation of how the
				Information Requests			Company can protect sensitive user data could
							mitigate risk to shareholders
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Report on Siting in Countries of Significant	against	Against	
Apriabet inc	0/2/2020	000207310003	Official Colors	Human Rights Concern	against	Against	
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Human Rights Impact Assessment	against	For	An independent review of
							human rights considerations i advertising could benefit
							shareholders
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Algorithm Disclosures	against	For	Additional disclosure could
					,		
							help mitigate regulatory and
							reputational risks
Alphabet Inc	6/2/2023	US02079K3059	ShareHolder	Shareholder Proposal Regarding Alignment of YouTube Policies With	against	For	reputational risks Additional disclosure will help
Alphabet Inc		US02079K3059	ShareHolder	Shareholder Proposal Regarding Alignment of YouTube Policies With Legislation	against	For	reputational risks Additional disclosure will help shareholders better
Alphabet Inc		US02079K3059	ShareHolder		against	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
	6/2/2023		ShareHolder Management	Legislation			reputational risks Additional disclosure will help shareholders better
Alphabet Inc Amadeus IT Group S.A. Amadeus IT Group S.A.		US02079K3059 ES0109067019 ES0109067019			against For For	For For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023	ES0109067019	Management	Legislation Allocation of Profits/Dividends	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A. Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023	ES0109067019 ES0109067019	Management Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts	For For	For For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019 ES0109067019 ES0109067019	Management Management Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen	For For	For For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019	Management Management Management Management Management Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar García Ceballos-Zúñiga	For For For For For For For For	For For For For For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019	Management Management Management Management Management Management Management Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Divi van Peassschen Elect William Connelly Elect Luis Maroto Camino Elect Luis Maroto Camino Elect Pilar García Cebalios-Zúñiga Elect Stephan Gernkow	For For For For For For For For	For For For For For For For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019	Management Management Management Management Management Management Management Management Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar García Ceballos-Zúñiga Elect Stephan Gerrkow Elect Peter Kürpick	For For For For For For For For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019 ES0109067019	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Fits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar García Ceballos-Zúñiga Elect Stephan Gemkow Elect Piect Kürpick Elect Xiaoqun Clever	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar Garcia Ceballos-Zúñiga Elect Stephan Gernkow Elect Peter Kürpick Elect Alsaquon Clever Directors' Fees	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar Garcia Ceballos-Zúñiga Elect Stephan Gerrkow Elect Pater Kürpick Elect Näaoqun Clever Directors' Fees Authorisation of Legal Formalities	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Firts Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Plar Garcia Ceballos-Züñiga Elect Stephan Gernkow Elect Peter Kürpick Elect Ziaogun Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar Garcia Ceballos-Zúñiga Elect Stephan Gerrkow Elect Pater Kürpick Elect Näaoqun Clever Directors' Fees Authorisation of Legal Formalities	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar García Ceballos-Zúñiga Elect Stephan Gerrkow Elect Peter Kürpick Elect Aisoquo Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Div van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Plar García Ceballos-Zúñiga Elect Stephan Gemkow Elect Peter Kűrpick Elect Xiaoqun Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
Amadeus IT Group S.A. Anadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023	ES0109067019	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar García Ceballos-Zúñiga Elect Stephan Gernkow Elect Peter Kürpick Elect Xiaoqun Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks
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Amadeus IT Group S.A. Annadeus IT Group	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023	ES0109067019 EIEOOBLP1HW54 IEOOBLP1HW54 IEOOBLP1HW54	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar Garcia Cebalios-Zúñiga Elect Stephan Gernkow Elect Peter Kürpick Elect Xiaoquo Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case Elect CAJ Jinyong Elect Jeffrey C. Campbell Elect Hullo Conti Elect Cheryl A Francis Elect Adriana Karaboutis Elect Roliva C. Notebaert Elect Gloria Santona	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks faced by Company
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Amadeus IT Group S.A. Annadeus IT Group S.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023	ES0109067019 EE00109067019 IE00BLP1HW54	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Firts Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Plair Garcia Ceballos-Züñiga Elect Stephan Gernkow Elect Peter Kürpick Elect Alioquin Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case Elect CAJ Jinyong Elect Jeffery C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adress Karaboutis Elect Richard C. Notebaert Elect Gloria Santona Elect Gloria Santona Elect Contynona Elect Cloria Santona Elect Cloria Santona Elect Schard C. Notebaert Elect Sgrah E. Smith Elect Byron O. Spruell	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks faced by Company
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Amadeus IT Group S.A. Annadeus IT Group S	6/2/2023 6/20/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023	ES0109067019 ES010	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Firts Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pliar Garcia Cebalios-Züñiga Elect Stephan Gernkow Elect Paer Kürpick Elect Ziaogun Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case Elect CAJ Jinyong Elect Gergory C. Carpbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Cheryl A. Francis Elect Cheryl A. Francis Elect Gloria Santona Elect Gloria Santona Elect Sarah E. Smith Elect Garolyn Y. Woo Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution I: Please Vote on Executive Compensation: Please Vote on this Resolution I: Please Vote on Executive Compensation: Please Vote on this Resolution I: Please Vote on Executive Compensation: Please Vote on this Resolution I: Please Vote on Executive Compensation: Please Vote on Please Vote on III Please Vote on Please	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks faced by Company
Amadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Ann plc	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023	ES0109067019 EE00BLP1HW54 IEE00BLP1HW54	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar García Ceballos-Zúñiga Elect Stephan Gemkow Elect Peter Kürpick Elect Alloquon Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case Elect CAJ Uniyong Elect Leffrey C. Campbell Elect Fulvio Conti Elect Fich A Francis Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Glest Gantona Elect Sarah E. Smith Elect Byron O. Spruell Elect Elect Groyl y. Voo Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks faced by Company
Amadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Ann plc Aon plc	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023	ES0109067019 EE00BLP1HW54 IE00BLP1HW54	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Plar Garcia Ceballos-Zúñiga Elect Stephan Gernkow Elect Peter Kürpick Elect Xiaoquo Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case Elect CAJ Jinyong Elect Julyong Elect CHAJ Francis Elect CHOPI A Francis Elect CHOPI Conti Elect Gloria Santona Elect Sarah E. Smith Elect Gloria Santona Elect Sarah C. Spruell Elect Groyn Y. Woo Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks faced by Company
Amadeus IT Group S.A. Ann plc Aon plc	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023	ES0109067019 ES010	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Plair García Cebalos-Zúñiga Elect Stephan Gernkow Elect Peter Kürpick Elect Stephan Gernkow Elect Peter Kürpick Elect Xiaoqun Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case Elect Cay Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Gregory C. Tase Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Grichard C. Notebaert Elect Gregory C. Santona Elect Sarah E. Smith Elect Byron O. Spruell Elect Sarah E. Smith Elect Byron O. Spruell Elect Carolyn Y. Woo Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks faced by Company
Amadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Annadeus IT Group S.A. Ann plc Aon plc	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023 6/16/2023	ES0109067019 EE00BLP1HW54 IE00BLP1HW54	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect Frits Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Plar Garcia Ceballos-Zúñiga Elect Stephan Gernkow Elect Peter Kürpick Elect Xiaoquo Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case Elect CAJ Jinyong Elect Julyong Elect CHAJ Francis Elect CHOPI A Francis Elect CHOPI Conti Elect Gloria Santona Elect Sarah E. Smith Elect Gloria Santona Elect Sarah C. Spruell Elect Groyn Y. Woo Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 1 Year Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 3 Years	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks faced by Company
Amadeus IT Group S.A.	6/2/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/20/2023 6/16/2023	ES0109067019 EE00BLP1HWS4 IE00BLP1HWS4	Management	Legislation Allocation of Profits/Dividends Ratification of Board Acts Elect First Dirk van Paasschen Elect William Connelly Elect Luis Maroto Camino Elect Pilar García Ceballos-Zúñiga Elect Stephan Gernkow Elect Pilar García Ceballos-Zúñiga Elect Stephan Gernkow Elect Pierer Kürpick Elect Xiaogun Clever Directors' Fees Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Elect Gregory C. Case Elect CAJ Jinyong Elect Gergory C. Case Elect CAJ Jinyong Elect Gergory C. Campbell Elect Fulvio Conti Elect Cheryl A Francis Elect Adriana Karaboutis Elect Adriana Karaboutis Elect Gloria Santona Elect Sarah E. Smith Elect Sarah E. Smith Elect Sarah C. Notebaert Elect Gloria Santona Elect Carolyn Y. Woo Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years Frequency of Advisory Vote on Executive Compensation: Please Vote on this Resolution to Approve 2 Years	For	For	reputational risks Additional disclosure will help shareholders better understand regulatory risks faced by Company Serves on too many boards

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Aon plc Aon plc	6/16/2023 6/16/2023	IE00BLP1HW54 IE00BLP1HW54	Management Management	Authority to Set Statutory Auditor's Fees Amendment to the 2011 Incentive Plan	For For	For	
Aon plc	6/16/2023	IE00BLP1HW54	Management	Elect Lester B. Knight	For	Against	Vote against the company
							chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Arista Networks Inc	6/14/2023	US0404131064	Management	Elect Lewis Chew	For	Withhold	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Arista Networks Inc	6/14/2023	US0404131064	Management	Elect Douglas Merritt	For	Withhold	
Arista Networks Inc	6/14/2023	US0404131064	Management	Elect Mark B. Templeton	For	For	
Arista Networks Inc	6/14/2023	US0404131064	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
Arista Networks Inc	6/14/2023	US0404131064	Management	Ratification of Auditor	For	For	
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Elect Archana Deskus	For	For	
Cognizant Technology Solutions Corp. Cognizant Technology Solutions Corp.	6/6/2023 6/6/2023	US1924461023 US1924461023	Management Management	Elect John M. Dineen Elect Nella Domenici	For For	For	-
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Elect Ravi Kumar Singisetti	For	For	-
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Elect Leo S. Mackay, Jr.	For	For	
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Elect Michael Patsalos-Fox	For	For	
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Elect Stephen J. Rohleder	For	For	
Cognizant Technology Solutions Corp. Cognizant Technology Solutions Corp.	6/6/2023	US1924461023 US1924461023	Management Management	Elect Abraham Schot Elect Joseph M. Velli	For For	For	
Cognizant Technology Solutions Corp. Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Elect Sandra S. Wijnberg	For	For	-
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Advisory Vote on Executive Compensation	For	For	
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Approval of the 2023 Incentive Award Plan	For	For	
Cognizant Technology Solutions Corp. Cognizant Technology Solutions Corp.	6/6/2023 6/6/2023	US1924461023 US1924461023	Management Management	Amendment to the 2004 Employee Stock Purchase Plan Ratification of Auditor	For For	For Against	Excessive Auditor Tenure.
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	ShareHolder	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Against	For	Shareholders should approve provisions that could
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	ShareHolder	Chambaldar Drangal Regarding Squarance Approval Palicy	Against	Against	potentially limit their rights Shareholders should be
Cognizant Technology Solutions Corp.	0/0/2023	US192446 1023	Shareholder	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Elect Zein Abdalla	For	Against	Does not disclose EE01 reporting.
Cognizant Technology Solutions Corp.	6/6/2023	US1924461023	Management	Elect Vinita K. Bali	For	For	
Cognizant Technology Solutions Corp. Hoya Corporation	6/6/2023 6/23/2023	US1924461023 JP3837800006	Management Management	Elect Eric Branderiz Elect Mika Nishimura	For For	For Against	There is insufficient female
							representation on the board of directors.
Hoya Corporation Hoya Corporation	6/23/2023 6/23/2023	JP3837800006 JP3837800006	Management Management	Elect Mototsugu Sato Elect Eiichiro Ikeda	For For	For	
Hoya Corporation	6/23/2023	JP3837800006	Management	Elect Ryo Hirooka	For	For	-
Hoya Corporation	6/23/2023	JP3837800006	Management	Elect Hiroaki Yoshihara	For	Against	There is insufficient female representation on the board of directors.
Hoya Corporation	6/23/2023	JP3837800006	Management	Elect Yasuyuki Abe	For	Against	There is insufficient female representation on the board of directors.
Hoya Corporation	6/23/2023	JP3837800006	Management	Elect Takayo Hasegawa	For	Against	There is insufficient female representation on the board of directors.
Kroger Co.	6/22/2023	US501044CW96	Management	Elect Nora A. Aufreiter	For	For	
Kroger Co. Kroger Co.	6/22/2023	US501044CW96 US501044CW96	Management Management	Elect Kevin M. Brown Elect Elaine L. Chao	For	For	
Kroger Co.	6/22/2023	US501044CW96	Management	Elect Anne Gates	For	Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Kroger Co. Kroger Co.	6/22/2023	US501044CW96 US501044CW96	Management Management	Elect Karen M. Hoguet Elect W. Rodney McMullen	For For	For	
Kroger Co.	6/22/2023	US501044CW96	Management	Elect Clyde R. Moore	For	For	
Kroger Co.	6/22/2023	US501044CW96	Management	Elect Ronald L. Sargent	For	For	
Kroger Co.	6/22/2023	US501044CW96	Management	Elect Judith Amanda Sourry Knox	For	For	
Kroger Co. Kroger Co.	6/22/2023	US501044CW96 US501044CW96	Management Management	Elect Mark S. Sutton Elect Ashok Vemuri	For For	For	
Kroger Co.	6/22/2023	US501044CW96	Management	Advisory Vote on Executive Compensation	For	Against	Failure to incentivize mitigation of material environmental risks.
Kroger Co.	6/22/2023	US501044CW96	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Kroger Co.	6/22/2023	US501044CW96	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Kroger Co.	6/22/2023	US501044CW96	ShareHolder	Shareholder Proposal Regarding External Public Health Costs Created by the Sale of Tobacco Products	Against	For	Favor review/end of tobacco/alcohol business.
Kroger Co.	6/22/2023	US501044CW96	ShareHolder	Shareholder Proposal Regarding Charitable Contributions Disclosure	Against	Against	
Kroger Co.	6/22/2023	US501044CW96	ShareHolder	Shareholder Proposal Regarding Report on Plastics	Against	Against	
Kroger Co.	6/22/2023	US501044CW96	ShareHolder ShareHolder	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report Shareholder Proposal Regarding EEO Policy Risk Report	Against	For	Shareholder proposal is anti-
							social.
Masimo Corp	6/26/2023	BRM2ASBDR009	ShareHolder	Elect Politan Nominee Michelle Brennan	Do Not Vote	Unvoted	
Masimo Corp Masimo Corp	6/26/2023	BRM2ASBDR009 BRM2ASBDR009	ShareHolder ShareHolder	Elect Politan Nominee Quentin Koffey Elect Management Nominee H Michael Cohen	Do Not Vote Do Not Vote	Unvoted	
Masimo Corp	6/26/2023	BRM2ASBDR009	ShareHolder	Elect Management Nominee 11 Michael Corlein Elect Management Nominee Julie A. Shimer	Do Not Vote	Unvoted	
Masimo Corp	6/26/2023	BRM2ASBDR009	Management	Ratification of Auditor	Do Not Vote	Unvoted	
Masimo Corp	6/26/2023	BRM2ASBDR009	Management	Advisory Vote on Executive Compensation	Do Not Vote	Unvoted	
Masimo Corp Masimo Corp	6/26/2023	BRM2ASBDR009 BRM2ASBDR009	Management Management	Frequency of Advisory Vote on Executive Compensation Repeal of Classified Board	Do Not Vote Do Not Vote	Unvoted	
Masimo Corp	6/26/2023	BRM2ASBDR009	Management	Change in Board Size	Do Not Vote	Unvoted	
Masimo Corp	6/26/2023	BRM2ASBDR009	ShareHolder	Shareholder Proposal Regarding Repeal of Bylaw Amendments	Do Not Vote	Unvoted	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Gabrielle Sulzberger	For	For	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Lance Linda	For	For	
Mastercard Incorporated Mastercard Incorporated	6/27/2023 6/27/2023	CA57637G1054 CA57637G1054	Management Management	Elect Lance Uggla Advisory Vote on Executive Compensation	For For	For	-
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Approval of the Employee Stock Purchase Plan	For	For	
Mastercard Incorporated Mastercard Incorporated	6/27/2023	CA57637G1054 CA57637G1054	Management ShareHolder	Ratification of Auditor	For Against	Against	Excessive Auditor Tenure. Shareholder proposal is anti-
Mastercard Incorporated Mastercard Incorporated	6/27/2023	CA57637G1054 CA57637G1054	ShareHolder	Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Report on Oversight of Merchant Category	_	Against	social.
			ShareHolder	Codes			
Mastercard Incorporated	6/27/2023	CA57637G1054	энагепоцег	Shareholder Proposal Regarding Lobbying Report	Against	Against	

	6/27/2023	CA57637G1054	ShareHolder	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Against	For	Shareholders should approve provisions that could potentially limit their rights
Mastercard Incorporated	6/27/2023	CA57637G1054	ShareHolder	Shareholder Proposal Regarding Cost Benefit Analysis of Global Diversity and Inclusion Efforts	Against	Against	Shareholder proposal is anti- social.
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Merit E. Janow	For	Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Candido Botelho Bracher	For	For	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Richard K. Davis	For	For	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Julius Genachowski	For	For	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Choon Phong Goh	For	For	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Oki Matsumoto	For	For	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Michael Miebach	For	For	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Youngme E. Moon	For	For	
Mastercard Incorporated	6/27/2023	CA57637G1054	Management	Elect Rima Qureshi	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Allocation of Profits/Dividends	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Suguru Miyake	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Takamaro Naraki	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Masahiko Otsuki	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Naoki Takeuchi	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Hideyuki Kumagai	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Tokihiko Mori	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Minako Takeuchi	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Keneth George Smith	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Keiichi Nishikido	For	For	
Nihon M&A Center Holdings Inc.	6/23/2023	JP3689050007	Management	Elect Mariko Osato	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect Timothy P. Flynn	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect Paul R. Garcia	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect Kristen Gil	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect Stephen J. Hemsley	For	Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect Michele J. Hooper	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect F. William McNabb, III	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect Valerie C. Montgomery Rice	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect John H. Noseworthy	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Elect Andrew Witty	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Advisory Vote on Executive Compensation	For	For	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Unitedhealth Group Inc	6/5/2023	ARBCOM460390	ShareHolder	Shareholder Proposal Regarding Racial Equity Audit	Against	For	
			ShareHolder	Shareholder Proposal Regarding Report on Political Expenditures and	Against	Against	
Unitedhealth Group Inc	6/5/2023			Values Congruency			
Unitedhealth Group Inc	6/5/2023	ARBCOM460390					
Unitedhealth Group Inc Unitedhealth Group Inc	6/5/2023 6/5/2023	ARBCOM460390 ARBCOM460390	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
Unitedhealth Group Inc Veeva Systems Inc	6/5/2023	ARBCOM460390 US9224751084	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Against	For	consulted before the Company enters into severance agreements that provide benefits exceeding
Unitedhealth Group Inc Veeva Systems Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023	ARBCOM460390 US9224751084	ShareHolder Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral	Against	For	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus Shareholders should approve provisions that could
Unitedhealth Group Inc Veeva Systems Inc Veeva Systems Inc Veeva Systems Inc	6/21/2023 6/21/2023 6/21/2023	US9224751084 US9224751084 US9224751084	ShareHolder Management Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral Elect Mark Carges	Against For For	For For For	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus Shareholders should approve provisions that could
Unitedhealth Group Inc Veeva Systems Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023	ARBCOM460390 US9224751084	ShareHolder Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral	Against	For	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus Shareholders should approve provisions that could
Unitedhealth Group Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023	US9224751084 US9224751084 US9224751084 US9224751084 US9224751084	ShareHolder Management Management Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral Elect Mark Carges Elect Peter P. Gassner	Against For For For	For For For For For	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus 2.99 times salary and bonus provisions that could potentially limit their rights
Unitedhealth Group Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023	US9224751084 US9224751084 US9224751084 US9224751084 US9224751084	ShareHolder Management Management Management Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral Elect Mark Carges Elect Peter P. Gassner Elect Mary Lynne Hedley	Against For For For For	For For For Against	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus 2.99 times salary and bonus provisions that could potentially limit their rights
Unitedhealth Group Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023	US9224751084 US9224751084 US9224751084 US9224751084 US9224751084 US9224751084	ShareHolder Management Management Management Management Management Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral Elect Mark Carges Elect Mery Lynne Hedley Elect Priscilla Hung	Against For For For For For	For For For Against For	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus 2.99 times salary and bonus provisions that could potentially limit their rights
Unitedhealth Group Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023	US9224751084 US9224751084 US9224751084 US9224751084 US9224751084 US9224751084	ShareHolder Management Management Management Management Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral Elect Mark Carges Elect Mark Carges Elect Mary Lynne Hedley Elect Priscilla Hung Elect Tim Hunt	Against For For For For For For For	For For For Against For For	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus 2.99 times salary and bonus provisions that could potentially limit their rights
Unitedhealth Group Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023	US9224751084	ShareHolder Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral Elect Mark Carges Elect Peter P. Gassner Elect Mary Lynne Hedley Elect Priscilla Hung Elect Tina Hunt Elect Gordon Ritter	Against For For For For For For For For For	For For For For For Against For For Against Against	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus Porvisions that could potentially limit their rights Does not disclose EE01 reporting. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDMR.
Unitedhealth Group Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023	US9224751084 ShareHolder Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral Elect Mark Carges Elect Mary Lynne Hedley Elect Priscilla Hung Elect Tina Hunt Elect Gordon Ritter Elect Gordon Ritter	Against For For For For For For For Fo	For For For Against For Against For	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times alary and bonus 2.99 times alary and bonus provisions that could potentially limit their rights Does not disclose EE01 reporting. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place. Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five nominee sits on more than morninees is no more than formal public company to the public company to the nominees are not more than five nominees are not not make the notion of the nominees are not	
Unitedhealth Group Inc Veeva Systems Inc	6/5/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023 6/21/2023	US9224751084	ShareHolder Management	Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions Elect Tim Cabral Elect Mark Carges Elect Peter P. Gassner Elect Mary Lynne Hedley Elect Priscilla Hung Elect Tina Hunt Elect Gordon Ritter	Against For For For For For For For For For	For For For For For Against For For Against Against	consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus 2.99 times salary and bonus provisions that could potentially limit their rights Does not disclose EE01 reporting. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. No GHG targets in place. Nominee sits on more than two public company bords while being an executive of a public company or the nominee sits on more than five nominee sits on more than five nominees is no more than five



Issuer Name							
	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Techtronic Industries Co. Ltd.	5/12/2023	HK0669013440	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect John Q. Doyle	For	For	
AMGEN Inc.	5/19/2023	US031162BA71	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Verizon Communications Inc GSK Plc	5/11/2023	US92343VDQ41	Management	Elect Shellye L. Archambeau	For	For	
Service Corp. International	5/3/2023	GB00BN7SWP63 US8175651046	Management Management	Elect Hal V. Barron Elect Ellen Ochoa	For	For	
Techtronic Industries Co. Ltd.	5/12/2023	HK0669013440	Management	Authority to Repurchase Shares	For	For	
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect Hafize Gave Erkan	For	For	
Intertek Group plc	5/24/2023	GB0031638363	Management	Accounts and Reports	For	For	
Verizon Communications Inc	5/11/2023	US92343VDQ41	Management	Elect Roxanne S. Austin	For	For	
GSK Plc	5/3/2023	GB00BN7SWP63	Management	Elect Anne Beal	For	For	
Service Corp. International	5/2/2023	US8175651046	Management	Elect Thomas L. Ryan	For	For	
Techtronic Industries Co. Ltd.	5/12/2023	HK0669013440	Management	Amendment to the Share Award Scheme	For	Against	Change of control provision;
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect Óscar Fanjul Martín	For	For	Short vesting period
Intertek Group plc	5/24/2023	GB0031638363	Management	Remuneration Report	For	For	
Verizon Communications Inc	5/11/2023	US92343VDQ41	Management	Elect Mark T. Bertolini	For	For	
GSK Plc	5/3/2023	GB00BN7SWP63	Management	Elect Harry Dietz	For	For	
Service Corp. International	5/2/2023	US8175651046	Management	Elect C. Park Shaper	For	For	
Techtronic Industries Co. Ltd.	5/12/2023	HK0669013440	Management	Amendment to the Share Option Scheme	For	Against	Short vesting period; Change of control provision; Excessive range of participants
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect H. Edward Hanway	For	Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Intertek Group plc	5/24/2023	GB0031638363	Management	Final Dividend	For	For	
Verizon Communications Inc	5/11/2023	US92343VDQ41	Management	Elect Vittorio Colao	For	For	
GSK Plc	5/3/2023	GB00BN7SWP63	Management	Elect Jesse Goodman	For	For	
Service Corp. International	5/2/2023	US8175651046	Management	Elect Sara Martinez Tucker	For	Against	Company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR
YETI Holdings Inc	5/4/2023	US98585X1046	Management	Elect Mary Lou Kelley	For	Withhold	Does not disclose EE01
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect Judith Hartmann	For	For	reporting.
Intertek Group plc	5/24/2023	GB0031638363	Management	Elect Colm Deasy	For	For	
Verizon Communications Inc	5/24/2023	US92343VDQ41	Management	Elect Colm Deasy Elect Melanie L. Healey	For	For	
GSK Plc	5/3/2023	GB00BN7SWP63	Management	Elect Urs Rohner	For	For	+
Service Corp. International	5/2/2023	US8175651046	Management	Elect W. Blair Waltrip	For	For	
YETI Holdings Inc	5/4/2023	US98585X1046	Management	Elect Dustan E. McCoy	For	For	
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect Deborah C. Hopkins	For	For	
Intertek Group plc	5/24/2023	GB0031638363	Management	Elect Jeremy K. Maiden	For	For	
Verizon Communications Inc	5/11/2023	US92343VDQ41	Management	Elect Laxman Narasimhan	For	For	
GSK Plc	5/3/2023	GB00BN7SWP63	Management	Appointment of Auditor	For	For	
Service Corp. International	5/2/2023	US8175651046	Management	Elect Marcus A. Watts	For	Against	Does not disclose EE01
Oct vice corp. International	3/2/2023	000173031040	Wanagement	Elect Wallous A. Wallis	1.01	Against	reporting.
YETI Holdings Inc	5/4/2023	US98585X1046	Management	Elect Robert K. Shearer	For	Withhold	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect Tamara Ingram	For	For	
Intertek Group plc	5/24/2023	GB0031638363	Management	Elect Kawal Preet	For	For	
Verizon Communications Inc	5/11/2023	US92343VDQ41	Management	Elect Clarence Otis, Jr.	For	For	
GSK Plc	5/3/2023	GB00BN7SWP63	Management	Authority to Set Auditor's Fees	For	For	
Service Corp. International	5/2/2023	US8175651046	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
YETI Holdings Inc	5/4/2023	US98585X1046	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect Jane H. Lute	For	For	and sustainability.
Intertek Group plc	5/24/2023	GB0031638363	Management	Elect Andrew Martin	For	Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Verizon Communications Inc	5/11/2023	US92343VDQ41	Management	Elect Daniel H. Schulman	For	For	
GSK Plc	5/3/2023	GB00BN7SWP63	Management	Amendment to Remuneration Policy	For	For	
Service Corp. International	5/2/2023	US8175651046	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation
YETI Holdings Inc	5/4/2023	US98585X1046	Management	Ratification of Auditor	For	For	and sustainability.
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect Steven A. Mills	For	For	
Intertek Group plc	5/24/2023	GB0031638363	Management	Elect André Lacroix	For	For	
Verizon Communications Inc	5/11/2023	US92343VDQ41	Management	Elect Rodney E. Slater	For		
GSK Plc	5/3/2023	GB00BN7SWP63	-			For	
Service Corp. International		ODOODIN OW 00	Management	Authorisation of Political Donations	For	For	
Ou vice Corp. international	5/2/2023	US8175651046	Management Management	Authorisation of Political Donations Frequency of Advisory Vote on Executive Compensation			
Genpact Ltd					For	For	
	5/2/2023	US8175651046	Management	Frequency of Advisory Vote on Executive Compensation	For 1 Year	For 1 Year	
Genpact Ltd	5/2/2023 5/4/2023	US8175651046 BMG3922B1072	Management Management	Frequency of Advisory Vote on Executive Compensation Elect N.V. Tyagarajan	For 1 Year For	For 1 Year For	
Genpact Ltd Marsh & McLennan Cos., Inc.	5/2/2023 5/4/2023 5/18/2023	US8175651046 BMG3922B1072 US5717481023	Management Management Management	Frequency of Advisory Vote on Executive Compensation Elect N.V. Tyagarajan Elect Bruce P. Nolop	For 1 Year For For	For 1 Year For	
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc	5/2/2023 5/4/2023 5/18/2023 5/24/2023	US8175651046 BMG3922B1072 US5717481023 GB0031638363	Management Management Management Management	Frequency of Advisory Vote on Executive Compensation Elect N. Y. Tyagarajan Elect Bruce P. Nolop Elect Graham Allan	For 1 Year For For	For 1 Year For For	
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc Verizon Communications Inc	5/2/2023 5/4/2023 5/18/2023 5/24/2023 5/11/2023	US8175651046 BMG3922B1072 US5717481023 GB0031638363 US92343VDQ41	Management Management Management Management Management Management	Frequency of Advisory Vote on Executive Compensation Elect N. Y. Tyagarajan Elect Bruce P. Notop Elect Graham Allan Elect Carol B. Tomé	For 1 Year For For For For	For 1 Year For For For	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group pic Verizon Communications Inc GSK Pic Ritchie Bros Auctioneers Inc Genpact Ltd	5/2/2023 5/4/2023 5/18/2023 5/24/2023 5/11/2023 5/3/2023 5/8/2023	US8175651046 BMG3922B1072 US\$717481023 GB0031638363 US92343VDQ41 GB008N7SWP63 CA7677441056 BMG3922B1072	Management	Frequency of Advisory Vote on Executive Compensation Elect N. V. Tyagarajan Elect Bruce P. Nolop Elect Graham Allan Elect Carol B. Tomé Authority to Issue Shares w/ Preemptive Rights Elect Erik Olsson Elect Erik Olsson	For 1 Year For For For For For For For For For	For 1 Year For For For For For Against	chair when the company is a UNGC participant or signatory OR the Human Rights Policy
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc Verizon Communications Inc GSK Plc Ritchie Bros Auctioneers Inc Genpact Ltd Marsh & McLennan Cos., Inc.	5/2/2023 5/4/2023 5/18/2023 5/24/2023 5/11/2023 5/3/2023 5/8/2023 5/4/2023	US8175651046 BMG3922B1072 US5717481023 GB0031638363 US922343VDQ41 GB00BN75WP63 CA7677441056 BMG3922B1072 US5717481023	Management	Frequency of Advisory Vote on Executive Compensation Elect N. Y. Tyagarajan Elect Bruce P. Nolop Elect Graham Allan Elect Carol B. Tomé Authority to Issue Shares w/ Preemptive Rights Elect Erik Olsson Elect Lames C. Madden	For 1 Year For For For For For For For For For Fo	For 1 Year For For For For For Against For	chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group pic Verizon Communications Inc GSK Pic Ritchie Bros Auctioneers Inc Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group pic	5/2/2023 5/4/2023 5/18/2023 5/18/2023 5/11/2023 5/3/2023 5/8/2023 5/4/2023	US8175651046 BMG3922B1072 US5717481023 GB0031638363 US922343VD041 GB008N75WP63 CA7677441056 BMG3922B1072 US5717481023 GB0031638363	Management	Frequency of Advisory Vote on Executive Compensation Elect N.V. Tyagarajan Elect Rince P. Nolop Elect Grand B. Tomé Althority to Issue Shares w/ Preemptive Rights Elect Erik Oisson Elect Erik Oisson Elect Lames C. Madden Elect James C. Schapiro Elect Jurnek Bains	For 1 Year For For For For For For For For For Fo	For 1 Year For For For For Against Against	chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group pic Verizon Communications Inc GSK Pic Ritchie Bros Auctioneers Inc Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group pic Verizon Communications Inc	5/2/2023 5/4/2023 5/18/2023 5/24/2023 5/11/2023 5/3/2023 5/3/2023 5/4/2023 5/4/2023 5/11/2023	US8175651046 BMG3922B1072 USS717481023 GB0031638363 US92243VDQ41 GB00BN7SWP63 CA7677441056 BMG3922B1072 USS717481023 GB0031638363 US92343VDQ41	Management	Frequency of Advisory Vote on Executive Compensation Elect N. V. Tyagarajan Elect Bruce P. Nolop Elect Graham Allan Elect Carol B. Tomé Authority to Issue Shares w/ Preemptive Rights Elect Erik Olsson Elect Erik Olsson Elect James C. Madden Elect Umrek Bains Elect Hans E. Vestberg	For 1 Year For For For For For For For For For Fo	For 1 Year For For For Against For	chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc Verizon Communications Inc GSK Plc Ritchie Bros Auctioneers Inc Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc Verizon Communications Inc GSK Plc	5/2/2023 5/4/2023 5/18/2023 5/24/2023 5/11/2023 5/3/2023 5/8/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US8175651046 BMG3922B1072 US5717481023 GB0031638363 US92243VDQ41 GB00BN7SWP63 CA7677441056 BMG3922B1072 US5717481023 GB0031638363 US92243VDQ41 GB00BN7SWP63	Management	Frequency of Advisory Vote on Executive Compensation Elect N. V. Tyagarajan Elect Bruce P. Nolop Elect Graham Allan Elect Carol B. Tomé Authority to Issue Shares w/ Preemptive Rights Elect Erik Olsson Elect Erik Olsson Elect James C. Madden Elect Umrek Bains Elect Gurnek Bains Elect Hans E. Vestberg Authority to Issue Shares w/ Preemptive Rights	For 1 Year For For For For For For For For For Fo	For 1 Year For For For For Against For For For For For For For For For Fo	chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc Verizon Communications Inc GSK Plc Ritchie Bros Auctioneers Inc Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc Verizon Communications Inc GSK Plc Ritchie Bros Auctioneers Inc	5/2/2023 5/4/2023 5/18/2023 5/18/2023 5/11/2023 5/11/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US8175651046 BMG3922B1072 US5717481023 GB0031638363 US922343VDQ41 GB008N7SWP63 CA7677441056 BMG3922B1072 US5717481023 GB0031638363 US922343VDQ41 GB008N7SWP63 CA7677441056	Management	Frequency of Advisory Vote on Executive Compensation Elect N.V. Tyagarajan Elect Ruse P. Nolop Elect Grarbam Allan Elect Garol B. Tomé Authority to Issue Shares w/ Preemptive Rights Elect Erik Olsson Elect Erik Olsson Elect Brik Olsson Elect Brik Olsson Elect Brik Olsson Elect Brik Olsson Elect Almes C. Madden Elect Morton O. Schapiro Elect Gurnek Bains Elect Almas E. Vestberg Authority to Issue Shares w/o Preemptive Rights Elect Ann Fandozzi	For 1 Year For For For For For For For For For Fo	For 1 Year For For For For Against Are for F	chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group pic Verizon Communications Inc GSK Pic Ritchie Bros Auctioneers Inc Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group pic Verizon Communications Inc GSK Pic Ritchie Bros Auctioneers Inc GSK Pic Ritchie Bros Auctioneers Inc Genpact Ltd	5/2/2023 5/4/2023 5/18/2023 5/24/2023 5/11/2023 5/3/2023 5/3/2023 5/4/2023 5/4/2023 5/11/2023 5/11/2023 5/11/2023 5/11/2023 5/11/2023 5/11/2023 5/11/2023 5/11/2023 5/11/2023	US8175651046 BMG3922B1072 US5717481023 GB0031638363 US92243VDQ41 GB00BN7SWP63 CA7677441056 BMG3922B1072 US5717481023 GB0031638363 US92243VDQ41 GB00BN7SWP63	Management	Frequency of Advisory Vote on Executive Compensation Elect N. V. Tyagarajan Elect Ruse P. Nolop Elect Graham Allan Elect Carol B. Tomé Authority to Issue Shares w/ Preemptive Rights Elect Erik Olsson Elect Erik Olsson Elect James C. Madden Elect James E. Westberg Authority to Issue Shares w/ Preemptive Rights Elect Hans E. Vestberg Authority to Issue Shares w/ Preemptive Rights Elect Hans E. Vestberg Authority to Issue Shares w/ Preemptive Rights Elect Ann Fandozzi Elect Alay Agrawal	For 1 Year For For For For For For For For For Fo	For 1 Year For For For For Against For For For For For For For For For Fo	chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not
Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc Verizon Communications Inc GSK Plc Ritchie Bros Auctioneers Inc Genpact Ltd Marsh & McLennan Cos., Inc. Intertek Group plc Verizon Communications Inc GSK Plc Ritchie Bros Auctioneers Inc	5/2/2023 5/4/2023 5/18/2023 5/18/2023 5/11/2023 5/11/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US8175651046 BMG3922B1072 US8717481023 GB0031638363 US922343VDQ41 GB00BN7SWP63 CA7677441056 BMG3922B1072 US8717481023 GB0031638363 US92343VDQ41 GB00BN7SWP63 CA7677441056 BMG3922B1072	Management	Frequency of Advisory Vote on Executive Compensation Elect N.V. Tyagarajan Elect Ruse P. Nolop Elect Grarbam Allan Elect Garol B. Tomé Authority to Issue Shares w/ Preemptive Rights Elect Erik Olsson Elect Erik Olsson Elect Brik Olsson Elect Brik Olsson Elect Brik Olsson Elect Brik Olsson Elect Almes C. Madden Elect Morton O. Schapiro Elect Gurnek Bains Elect Almas E. Vestberg Authority to Issue Shares w/o Preemptive Rights Elect Ann Fandozzi	For 1 Year For For For For For For For For For Fo	For 1 Year For For For For For Against Against For For For For For For For For For Fo	chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. Company is a UNGC participant or signatory OR the Human Rights Policy does not
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GSK Plc	5/3/2023	GB00BN7SWP63	Management	Approve Exemption from Statement of the Senior Statutory Auditor's name in	For	For	
				published Auditors' Reports			
Ritchie Bros Auctioneers Inc Genpact Ltd	5/8/2023	CA7677441056 BMG3922B1072	Management Management	Elect Adam DeWitt Elect Tamara Franklin	For For	For	
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Intertek Group plc	5/24/2023	GB0031638363	Management	Elect Jean-Michel Valette	For	For	
Verizon Communications Inc GSK Plc	5/11/2023 5/3/2023	US92343VDQ41 GB00BN7SWP63	Management Management	Ratification of Auditor Authority to Set General Meeting Notice Period at 14 Days	For	Against	Excessive Auditor Tenure.
Ritchie Bros Auctioneers Inc	5/8/2023	CA7677441056	Management	Elect Robert G. Elton	For	For	
Genpact Ltd	5/4/2023	BMG3922B1072	Management	Elect Carol Lindstrom	For	For	
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Intertek Group plc Verizon Communications Inc	5/24/2023 5/11/2023	GB0031638363 US92343VDQ41	Management ShareHolder	Appointment of Auditor Shareholder Proposal Regarding Report on Government Takedown	For Against	For Against	Shareholder proposal is anti-
				Requests		-	social.
American Express Co.	5/2/2023	US025816BL21	Management	Elect Thomas J. Baltimore, Jr.	For	Against	Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five public company boards.
Ritchie Bros Auctioneers Inc	5/8/2023	CA7677441056	Management	Elect Lisa Hook	For	Against	Ongoing compensation concerns
Genpact Ltd	5/4/2023	BMG3922B1072	Management	Elect CeCelia Morken	For	For	
Partners Group Holding Intertek Group plc	5/24/2023 5/24/2023	CH0024608827 GB0031638363	Management Management	Accounts and Reports Authority to Set Auditor's Fees	For For	Unvoted	
Verizon Communications Inc	5/24/2023	US92343VDQ41	ShareHolder	Shareholder Proposal Regarding a Policy to Prohibit Political and	Against	Against	
American Express Co.	5/2/2023	US025816BL21	Management	Electioneering Expenditures Elect John J. Brennan	For	For	
Ritchie Bros Auctioneers Inc	5/8/2023	CA7677441056	Management	Elect Timothy O'Day	For	For	
Genpact Ltd	5/4/2023	BMG3922B1072	Management	Elect Brian M. Stevens	For	For	
Partners Group Holding	5/24/2023	CH0024608827	Management	Allocation of Dividends	For	Unvoted	
Intertek Group plc Verizon Communications Inc	5/24/2023 5/11/2023	GB0031638363 US92343VDQ41	Management ShareHolder	Authority to Issue Shares w/ Preemptive Rights Shareholder Proposal Regarding Amendment to Clawback Policy	For Against	For	
American Express Co.	5/2/2023	US025816BL21	Management	Elect Peter Chernin	For	Against	There is insufficient female
·							representation on the board of
Ritchie Bros Auctioneers Inc	5/8/2023	CA7677441056	Management	Elect Sarah Raiss	For	For	directors.
Genpact Ltd	5/4/2023	BMG3922B1072	Management	Elect Mark Verdi	For	For	
Partners Group Holding Intertek Group plc	5/24/2023 5/24/2023	CH0024608827 GB0031638363	Management	Ratification of Board and Management Acts Authorisation of Political Donations	For For	Unvoted	
Verizon Communications Inc	5/24/2023	US92343VDQ41	Management ShareHolder	Authorisation of Political Donations Shareholder Proposal Regarding Severance Approval Policy	For Against	Against	
American Express Co.	5/2/2023	US025816BL21	Management	Elect Walter J. Clayton III	For	For	
Ritchie Bros Auctioneers Inc	5/8/2023	CA7677441056	Management	Elect Michael Sieger	For	For	
Genpact Ltd Partners Group Holding	5/4/2023 5/24/2023	BMG3922B1072 CH0024608827	Management	Advisory Vote on Executive Compensation Amendment to Company Purpose	For For	For Unvoted	
Intertek Group plc	5/24/2023	GB0031638363	Management Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Verizon Communications Inc	5/11/2023	US92343VDQ41	ShareHolder	Shareholder Proposal Regarding Independent Chair	Against	Against	Shareholder proposal is anti-
American Express Co.	5/2/2023	US025816BL21	Management	Elect Ralph de la Vega	For	Against	social. Company is a UNGC participant or signatory OR the Human Rights Policy does not
Ritchie Bros Auctioneers Inc	5/8/2023	CA7677441056	Management	Elect Jeffrey C. Smith	For	For	alion with UNDHR.
Genpact Ltd	5/4/2023	BMG3922B1072	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Partners Group Holding	5/24/2023	CH0024608827	Management	Amendments to Articles (Virtual Meetings)		Unvoted	
Intertek Group plc	5/24/2023	GB0031638363	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Unilever plc	5/3/2023	GB00B10RZP78	Management	Accounts and Reports	For	For	
American Express Co. Ritchie Bros Auctioneers Inc	5/2/2023	US025816BL21 CA7677441056	Management Management	Elect Theodore J. Leonsis Elect Carol M. Stephenson	For	Against	There is insufficient female representation on the board of directors.
Genpact Ltd	5/4/2023	BMG3922B1072	Management	Ratification of Auditor	For	For	
Partners Group Holding	5/24/2023	CH0024608827	Management	Amendments to Articles (Miscellaneous)	For	Unvoted	
Intertek Group plc	5/24/2023	GB0031638363	Management	Authority to Repurchase Shares	For	For	
Unilever plc	5/3/2023	GB00B10RZP78	Management	Remuneration Report	For	Against	Significant base salary on appointment
American Express Co.	5/2/2023	US025816BL21	Management	Elect Deborah P. Majoras	For	Against	There is insufficient female representation on the board of directors.
Ritchie Bros Auctioneers Inc Fox Factory Holding Corp	5/8/2023 5/5/2023	CA7677441056 US35138V1026	Management Management	Appointment of Auditor and Authority to Set Fees Elect Elizabeth A. Fetter	For For	For Withhold	There is insufficient female
Fox Factory Holding Corp	5/5/2023	US35136V1026	management	Elect Elizabeth A. Fetter	roi	withinoid	representation on the board of
Partners Group Holding	5/24/2023	CH0024608827	Management	Amendments to Articles (Share Register)	For	Unvoted	directors.
Intertek Group plc	5/24/2023	GB0031638363	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Unilever plc	5/3/2023	GB00B10RZP78	Management	Elect Nils Andersen	For	For	
American Express Co.	5/2/2023	US025816BL21	Management	Elect Karen L. Parkhill	For	For	
Ritchie Bros Auctioneers Inc	5/8/2023	CA7677441056	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
Fox Factory Holding Corp	5/5/2023	US35138V1026	Management	Elect Dudley Mendenhall	For	Withhold	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Partners Group Holding Amazon.com Inc.	5/24/2023 5/24/2023	CH0024608827 US0231351067	Management Management	Compensation Report Elect Jeffrey P. Bezos	For	Unvoted Against	Vote against the company chair when the company is a
							UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Unilever plc	5/3/2023	GB00B10RZP78	Management	Elect Judith Hartmann	For	For	
American Express Co. Ritchie Bros Auctioneers Inc	5/2/2023 5/8/2023	US025816BL21 CA7677441056	Management Management	Elect Charles E. Phillips, Jr. Approval of the Share Incentive Plan	For For	For	
Fox Factory Holding Corp	5/5/2023	US35138V1026	Management	Ratification of Auditor	For	For	
Partners Group Holding	5/24/2023	CH0024608827	Management	Board Compensation (Fixed)	For	Unvoted	
Amazon.com Inc.	5/24/2023	US0231351067	Management	Elect Andrew R. Jassy	For	For	
Unilever plc American Express Co.	5/3/2023 5/2/2023	GB00B10RZP78 US025816BL21	Management Management	Elect Adrian Hennah Elect Lynn A. Pike	For	For	
Ritchie Bros Auctioneers Inc	5/8/2023	CA7677441056	Management	Approval of the Employee Stock Purchase Plan	For	For	
Fox Factory Holding Corp Partners Group Holding	5/5/2023 5/24/2023	US35138V1026 CH0024608827	Management Management	Advisory Vote on Executive Compensation Board Compensation (Long-Term)	For	Against Unvoted	No tie between compensation and sustainability.
Amazon.com Inc.	5/24/2023	US0231351067	Management	Elect Keith B. Alexander	For	For	
Unilever plc	5/3/2023	GB00B10RZP78	Management	Elect Alan Jope	For	For	
American Express Co. Ritchie Bros Auctioneers Inc	5/2/2023 5/8/2023	US025816BL21 CA7677441056	Management Management	Elect Stephen J. Squeri Company Name Change	For	For	
Fox Factory Holding Corp	5/5/2023	US35138V1026	Management	Exculpation of Officers	For	Against	Not in shareholders" best
Partners Group Holding	5/24/2023	CH0024608827	Management	Board Compensation ("Technical Non-Financial")	For	Unvoted	interests
Amazon.com Inc.	5/24/2023	US0231351067	Management	Elect Edith W. Cooper	For	For	
Unilever plc	5/3/2023	GB00B10RZP78	Management	Elect Andrea Jung	For	For	
American Express Co.	5/2/2023	US025816BL21	Management	Elect Daniel L. Vasella	For	Against	There is insufficient female representation on the board of directors.
Charles River Laboratories International Inc.	5/9/2023	US1598641074	Management	Elect James C. Foster	For	For	
Fox Factory Holding Corp Partners Group Holding	5/5/2023 5/24/2023	US35138V1026 CH0024608827	Management Management	Remove Outdated Article Provisions Executive Compensation (Fixed)	For	For Unvoted	
Amazon.com Inc.	5/24/2023	US0231351067	Management	Elect Jamie S. Gorelick	For	For	
Unilever plc	5/3/2023	GB00B10RZP78	Management	Elect Susan Kilsby	For	For	
American Express Co.	5/2/2023	US025816BL21	Management	Elect Lisa W. Wardell	For	For	
Pool Corporation	5/3/2023	US73278L1052	Management	Elect Debra S. Oler	For	For	

Charles River Laboratories International Inc.	5/9/2023	US1598641074	Management	Elect Nancy C. Andrews	For	Against	There is insufficient female representation on the board of
Edwards Lifesciences Corp	5/11/2023	US28176E1082	Management	Elect Kieran T. Gallahue	For	For	directors.
Partners Group Holding	5/24/2023	CH0024608827	Management	Executive Compensation (Long-Term)	For	Unvoted	
Amazon.com Inc. Unilever plc	5/24/2023	US0231351067 GB00B10RZP78	Management Management	Elect Daniel P. Huttenlocher Elect Ruby Lu	For	For	
American Express Co.	5/2/2023	US025816BL21	Management	Elect Christopher D. Young	For	Against	There is insufficient female representation on the board of
Pool Corporation	5/3/2023	US73278L1052	Management	Elect Manuel J. Perez de la Mesa	For	For	directors.
Charles River Laboratories International Inc.	5/9/2023	US1598641074	Management	Elect Robert J. Bertolini	For	For	
Edwards Lifesciences Corp Partners Group Holding	5/11/2023 5/24/2023	US28176E1082 CH0024608827	Management Management	Elect Leslie Stone Heisz Executive Compensation ("Technical Non-Financial")	For For	For Unvoted	
Amazon.com Inc.	5/24/2023	US0231351067	Management	Elect Judith A. McGrath	For	Against	Ongoing compensation concerns; Insufficient response to shareholder dissent
Unilever plc	5/3/2023	GB00B10RZP78	Management	Elect Strive T. Masiyiwa	For	For	dissem
American Express Co.	5/2/2023	US025816BL21	Management	Ratification of Auditor	For	For	
Pool Corporation Charles River Laboratories International Inc.	5/3/2023 5/9/2023	US73278L1052 US1598641074	Management Management	Elect Carlos A. Sabater Elect Deborah T. Kochevar	For For	For Against	There is insufficient female representation on the board of
Edwards Lifesciences Corp	5/11/2023	US28176E1082	Management	Elect Paul A. LaViolette	For	For	directors.
Partners Group Holding	5/24/2023	CH0024608827	Management	Elect Steffen Meister as Board Chair	For	Unvoted	
Amazon.com Inc. Unilever plc	5/24/2023	US0231351067 GB00B10RZP78	Management	Elect Indra K. Nooyi Elect Youngme E. Moon	For For	For	
American Express Co.	5/2/2023	US025816BL21	Management Management	Advisory Vote on Executive Compensation	For	Against	Concerning pay practices;
Pool Corporation	5/3/2023	US73278L1052	Management	Elect Robert C. Sledd	For	For	Grants are excessive
Charles River Laboratories International Inc.	5/9/2023	US1598641074	Management	Elect George Llado, Sr.	For	Against	There is insufficient female representation on the board of
Edwards Lifesciences Corp	5/11/2023	US28176E1082	Management	Elect Steven R. Loranger	For	For	directors.
Partners Group Holding	5/24/2023	CH0024608827	Management	Elect Marcel Erni	For	Unvoted	
Amazon.com Inc.	5/24/2023	US0231351067	Management	Elect Jonathan J. Rubinstein	For	For	
Unilever plc American Express Co.	5/3/2023 5/2/2023	GB00B10RZP78 US025816BL21	Management Management	Elect Graeme D. Pitkethly Frequency of Advisory Vote on Executive Compensation	For 1 Year	For 1 Year	
Pool Corporation	5/3/2023	US73278L1052	Management	Elect John E. Stokely	For	Against	Does not disclose EE01 reporting. Vote against the company s chair when the company is a UNICC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.
Charles River Laboratories International Inc.	5/9/2023	US1598641074	Management	Elect Martin Mackay	For	Against	Nominee sits on more than two public company boards while being an executive of a public company or the nominee sits on more than five
Edwards Lifesciences Corp	5/11/2023	US28176E1082	Management	Elect Martha H. Marsh	For	For	
Partners Group Holding Amazon.com Inc.	5/24/2023 5/24/2023	CH0024608827 US0231351067	Management Management	Elect Alfred Gantner Elect Patricia Q. Stonesifer	For For	Unvoted	
Unilever plc	5/3/2023	GB00B10RZP78	Management	Elect Feike Sijbesma	For	For	
American Express Co.	5/2/2023	US025816BL21	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times
Pool Corporation	5/3/2023	US73278L1052	Management	Elect David G. Whalen	For	For	salary and honus
Charles River Laboratories International Inc. Edwards Lifesciences Corp	5/9/2023 5/11/2023	US1598641074 US28176E1082	Management Management	Elect George E. Massaro Elect Michael A. Mussallem	For For	For Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Partners Group Holding	5/24/2023	CH0024608827	Management	Elect Anne Lester	For	Unvoted	
Amazon.com Inc. Unilever plc	5/24/2023 5/3/2023	US0231351067 GB00B10RZP78	Management	Elect Wendell P. Weeks Elect Nelson Peltz	For	For	
American Express Co.	5/2/2023	US025816BL21	Management ShareHolder	Shareholder Proposal Regarding Report on Risks from Abortion-Related	Against	Against	
		US73278L1052		Information Requests Ratification of Auditor			Excessive Auditor Tenure.
Pool Corporation Charles River Laboratories International Inc.	5/3/2023	US1598641074	Management Management	Elect C. Richard Reese	For	Against	Excessive Auditor Tenure.
Edwards Lifesciences Corp	5/11/2023	US28176E1082	Management	Elect Ramona Sequeira	For	For	
Partners Group Holding	5/24/2023	CH0024608827	Management	Elect Gaëlle Olivier	For	Unvoted	
Amazon.com Inc. Unilever plc	5/24/2023	US0231351067 GB00B10RZP78	Management Management	Ratification of Auditor Elect Hein Schumacher	For	Against	Excessive Auditor Tenure.
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Elect Segun Agbaje	For	For	
Pool Corporation	5/3/2023	US73278L1052	Management	Advisory Vote on Executive Compensation			
Charles River Laboratories International Inc. Edwards Lifesciences Corp	5/9/2023				For	For	
Partners Group Holding		US1598641074 US28176F1082	Management	Elect Craig B. Thompson	For	For For	
Amazon.com Inc.	5/11/2023 5/24/2023	US1598641074 US28176E1082 CH0024608827				For	
	5/11/2023	US28176E1082	Management Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani	For For	For For	No tie between compensation
Unilever plc	5/11/2023 5/24/2023	US28176E1082 CH0024608827	Management Management Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel	For For	For For Unvoted	No tie between compensation and sustainability.
Unilever plc PepsiCo Inc	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416	Management Management Management Management Management Management Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey	For For For For For	For For Unvoted Against For For	
Unilever plc PepsiCo Inc Pool Corporation	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052	Management Management Management Management Management Management Management Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation	For For For For 1 Year	For For Unvoted Against For For 1 Year	
Unilever plc PepsiCo Inc	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416	Management Management Management Management Management Management Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey	For For For For For	For For Unvoted Against For For	
Unilever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/9/2023 5/11/2023 5/24/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Urs Wietlisbach	For	For For Unvoted Against For For 1 Year For Unvoted	
Unilever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc.	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/9/2023 5/11/2023 5/24/2023	US28176E1082 CH0024608827 US0231351067 GB00B10R2P78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect William Elect William Elect William Elect William Elect William Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation	For For For For For For For For I Year For For For For	For For Unvoted Against For For 1 Year For Unvoted 1 Year	
Unilever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/9/2023 5/11/2023 5/24/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Urs Wietlisbach	For	For For Unvoted Against For For 1 Year For Unvoted	
Unilever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever plc PepsiCo Inc Rightmove Plc	5/11/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighlan Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Crear Conde Accounts and Reports	For	For For Unvoted Against For For Un Year For Unvoted I Year For Unvoted I Year For For For For For For For For For	
Unilever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc.	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/11/2023 5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/5/2023 5/5/2023	US28176E1082 CH0024608827 US0231351067 GB00510RZP78 ARDEUT111416 US732781.1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00B073623 US1598641074	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson	For For For For For 1 Year For For For For For For For For For Fo	For For Unvoted Against For For 1 Year For Unvoted 1 Year For For For For For For For For For Fo	
Unilever ptc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever ptc PepsiCo Inc Rightmove Ptc Charles River Laboratories International Inc.	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/9/2023 5/11/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23 US1598641074	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Marin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson	For	For For Unvoted Against For For I Year For For For For Against For	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of
Uniliever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding	5/11/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/11/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23 US1598641074	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martia Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson	For	For For Unvoted Against For For 1 Year For Unvoted 1 Year For For For Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of
Uniliever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc.	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/9/2023 5/11/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23 US1598641074	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Marin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson	For	For For Unvoted Against For For I Year For For For For Against For	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of
Uniliever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Uniliever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Uniliever plc Uniliever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc.	5/11/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/11/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3C23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416	Management	Elect Craig B. Thompson Elect Micholas J. Valeriani Elect Martia Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson Advisory Vote on Executive Compensation Elect Flora Zhao Amendment to the 1997 Stock Incentive Plan Authorisation of Political Donations Elect lan M. Cook	For	For For Unvoted Against For For 1 Year For Unvoted 1 Year For For For For For For For For For Fo	and sustainability. Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.
Uniliever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Uniliever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Uniliever plc Uniliever plc PepsiCo Inc Rightmove Plc Rightmove Plc Rightmove Plc Rightmove Plc Rightmove Plc Rightmove Plc	5/11/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/11/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3C23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3C23	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martia Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cress Conde Accounts and Reports Elect Virginia M. Wilson Advisory Vote on Executive Compensation Elect Flora Zhao Amendment to the 1997 Stock Incentive Plan Authorisation of Political Donations Elect In M. Cook Remuneration Report	For	For For Unvoted Against For For 1 Year For Unvoted 1 Year For For For For For For For For Against	and sustainability. Vote against the company chair when the company is a UNISC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.
Unillever ptc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unillever ptc PepsiCo Inc Rightmove Ptc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unillever ptc Unillever ptc Vision	5/11/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/11/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3C23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416	Management	Elect Craig B. Thompson Elect Micholas J. Valeriani Elect Martia Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson Advisory Vote on Executive Compensation Elect Flora Zhao Amendment to the 1997 Stock Incentive Plan Authorisation of Political Donations Elect lan M. Cook	For	For For Unvoted Against For For 1 Year For Unvoted 1 Year For For For For For For For For For Fo	and sustainability. Vote against the company chair when the company is a UNICC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. No tie between compensation and sustainability. No te between compensation
Unilever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever plc Partners Group Holding Amazon.com Inc. Unilever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp	5/11/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/11/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT11416 GB00BGDT3G23 US1598641074 US28176E1082 US1598641074 US28176E1082	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighlan Elect Bernard J. Zovighlan Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson Advisory Vote on Executive Compensation Elect Flora Zhao Amendment to the 1997 Stock Incentive Plan Authorisation of Political Donations Elect at an M. Cook Remuneration Report Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For	For For Unvoted Against For For 1 Year For Unvoted 1 Year For For For For For For For For For Fo	and sustainability. Vote against the company chair when the company is a UNISC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.
Unitever plc PepsiCo Inc Pool Corporation Charles River Laboratories international Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unitever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unitever plc PepsiCo Inc Rightmove Plc Rightmove Plc Rightmove Plc Rightmove Plc Charles River Laboratories International Inc. Charles River Laboratories International Inc.	5/11/2023 5/24/2023 5/24/2023 5/3/2023 5/3/2023 5/3/2023 5/3/2023 5/11/2023 5/11/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3C23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3C23 US1598641074	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martia Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson Advisory Vote on Executive Compensation Elect Flora Zhao Amendment to the 1997 Stock Incentive Plan Authorisation of Political Donations Elect Ian M. Cook Remuneration Report Advisory Vote on Executive Compensation Frequency of Executive Compensation Committee Member Shareholder Proposal Regarding Report on Climate Risk in Employee	For	For For Unvoted Against For For 1 Year For Unvoted 1 Year For For Gor For For For For For Against	and sustainability. Vote against the company chair when the company is a UNICC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. No tie between compensation and sustainability.
Unitever plc PepsiCo Inc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unitever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unitever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Edwards Lifesciences Corp PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unitever plc	5/11/2023 5/24/2023 5/24/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Richard F. Wallman Elect Row Wallman Elect Row Wallman Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson Advisory Vote on Executive Compensation Elect Flora Zhao Amendment to the 1997 Stock Incentive Plan Authorisation of Political Donations Elect Ian M. Cook Remuneration Report Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Elect Flora Zhao as Compensation Committee Member Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Default Options Authority to Issue Shares w Preemptive Rights	For	For For Unvoted Against For For 1 Year For Unvoted 1 Year For For Gor For For For For Against For For Unvoted Invoted Against Invoted	and sustainability. Vote against the company chair when the company is a UNICC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. No tie between compensation and sustainability.
Unilever plc PepsiCo Inc Pool Corporation Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Unilever plc PepsiCo Inc Rightmove Plc Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc. Edwards Lifesciences Corp Partners Group Holding Charles River Laboratories International Inc. Edwards Lifesciences Corp Partners Group Holding Amazon.com Inc.	5/11/2023 5/24/2023 5/24/2023 5/3/2023	US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 US73278L1052 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 ARDEUT111416 GB00BGDT3G23 US1598641074 US28176E1082 CH0024608827 US0231351067 GB00B10RZP78 US0231351067 GB00B10RZP78 US0231351067 GB00B10RZP78 US0231351067	Management	Elect Craig B. Thompson Elect Nicholas J. Valeriani Elect Martin Strobel Advisory Vote on Executive Compensation Appointment of Auditor Elect Jennifer Bailey Frequency of Advisory Vote on Executive Compensation Elect Richard F. Wallman Elect Bernard J. Zovighian Elect Bernard J. Zovighian Elect Urs Wietlisbach Frequency of Advisory Vote on Executive Compensation Authority to Set Auditor's Fees Elect Cesar Conde Accounts and Reports Elect Virginia M. Wilson Advisory Vote on Executive Compensation Elect Flora Zhao Amendment to the 1997 Stock Incentive Plan Authorisation of Political Donations Elect In M. Cook Remuneration Report Advisory Vote on Executive Compensation Elect Flora Zhao as Compensation Elect Flora Zhao as Compensation Elect Flora Zhao as Compensation Committee Member Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Default Options	For	For For Unvoted Against For For I Year For Unvoted I Year For For For Unvoted I Year For For For For For Against I Year For For Against	and sustainability. Vote against the company chair when the company is a UNICC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors. No tie between compensation and sustainability.

Charles Diver Laboratories International In-	E/0/2022	1104500044074	Managament	Francisco of Advisor Web on Francisco Communities	4 Vees	1 V	
Charles River Laboratories International Inc. Edwards Lifesciences Corp	5/9/2023 5/11/2023	US1598641074 US28176E1082	Management Management	Frequency of Advisory Vote on Executive Compensation Ratification of Auditor	1 Year For	1 Year Against	Excessive Auditor Tenure.
Partners Group Holding	5/24/2023	CH0024608827	Management	Elect Anne Lester as Compensation Committee Member	For	Unvoted	
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Report on Customer Due Diligence	Against	For	An assessment of the Company"s customer due diligence could benefit shareholders
Unilever plc	5/3/2023	GB00B10RZP78	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	snarenoiders
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Elect Susan M. Diamond	For	For	
Rightmove Plc Charles River Laboratories International Inc.	5/5/2023 5/9/2023	GB00BGDT3G23 US1598641074	Management Management	Final Dividend Ratification of Auditor	For For	For Against	Excessive Auditor Tenure.
Edwards Lifesciences Corp	5/11/2023	US28176E1082	Management	Amendment to Allow Exculpation of Officers	For	Against	Not in shareholders" best
·				· ·			interests
Partners Group Holding Amazon.com Inc.	5/24/2023 5/24/2023	CH0024608827 US0231351067	Management ShareHolder	Elect Martin Strobel as Compensation Committee Member Shareholder Proposal Regarding Report on Government Requests for	For Against	Unvoted Against	
				Content and Product Removal Authority to Issue Shares w/o Preemptive Rights (Specified Capital	For		
Unilever plc	5/3/2023	GB00B10RZP78	Management	Investment)		For	
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Elect Dina Dublon	For	For	
Rightmove Plc Charles River Laboratories International Inc.	5/5/2023 5/9/2023	GB00BGDT3G23 US1598641074	Management ShareHolder	Appointment of Auditor Shareholder Proposal Regarding Report on Nonhuman Primate Importation	For Against	For	Favor reporting on and
				and Transportation	_		protecting animal welfare.
Edwards Lifesciences Corp	5/11/2023	US28176E1082	ShareHolder	Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better able to oversee the executives of a company and set a pro- shareholder agenda
Partners Group Holding	5/24/2023	CH0024608827	Management	Appointment of Independent Proxy	For	Unvoted	Silai elloidei adelida
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Report on Government Takedown Requests	Against	Against	Shareholder proposal is anti- social.
Unilever plc	5/3/2023	GB00B10RZP78	Management	Authority to Repurchase Shares	For	For	Joonal.
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Elect Michelle D. Gass	For	For	
Rightmove Plc	5/5/2023	GB00BGDT3G23	Management	Authority to Set Auditor's Fees	For	For	
Deutsche Boerse AG Zebra Technologies Corp.	5/16/2023 5/11/2023	DE0005810055 US9892072045	Management Management	Allocation of Dividends Elect William J Burns	For For	For	
Partners Group Holding	5/24/2023	CH0024608827	Management	Appointment of Auditor	For	Unvoted	
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Just Transition Reporting	Against	For	Additional disclosure on Just Transition planning would benefit shareholders and
Unilever plc	5/3/2023	GB00B10RZP78	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	stakeholders
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Elect Ramon L. Laguarta	For	For	
Rightmove Plc	5/5/2023	GB00BGDT3G23	Management	Elect Johan Svanstrom	For	For	
Deutsche Boerse AG	5/16/2023	DE0005810055	Management	Ratification of Management Board Acts	For	For	
Zebra Technologies Corp. Honeywell International Inc.	5/11/2023 5/19/2023	US9892072045 US4385161066	Management Management	Elect Linda M. Connly Elect Darius Adamczyk	For	For	
Amazon.com Inc.	5/19/2023	US4385161066 US0231351067	Management ShareHolder	Shareholder Proposal Regarding Report on Tax Transparency	Against	For	Additional disclosure could
							help mitigate regulatory and
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Accounts and Reports	For	For	reputational risks
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Elect Dave Lewis	For	For	
Rightmove Plc	5/5/2023	GB00BGDT3G23	Management	Elect Andrew Fisher	For	Against	Company is a UNGC participant or signatory OR the Human Rights Policy does not
Deutsche Boerse AG	5/16/2023	DE0005810055	Management	Ratification of Supervisory Board Acts	For	For	align with UNDHR.
Zebra Technologies Corp.	5/11/2023	US9892072045	Management	Elect Anders Gustafsson	For	Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Honeywell International Inc. Amazon.com Inc.	5/19/2023 5/24/2023	US4385161066 US0231351067	Management ShareHolder	Elect Duncan B. Angove Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	For Against	For Against	
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Remuneration Report	For	For	
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Elect David C. Page	For	For	
Rightmove Plc Deutsche Boerse AG	5/5/2023 5/16/2023	GB00BGDT3G23 DE0005810055	Management	Elect Alison Dolan Amendments to Articles (Virtual Shareholder Meetings)	For For	For	
Zebra Technologies Corp.	5/10/2023	US9892072045	Management Management	Elect Janice M. Roberts	For	For	
Colgate-Palmolive Co.	5/12/2023	ARDEUT110855	ShareHolder	Shareholder Proposal Regarding Retention of Shares Until Normal	Against	Against	
Hanassall International Inc	5/19/2023	US4385161066	Management	Retirement Age Elect William S. Ayer	Ear	For	
Honeywell International Inc. Amazon.com Inc.	5/19/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Median Gender and Racial Pay Equity	Against	For	
				Report			
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77 ARDEUT111416	Management	Final Dividend Elect Robert C. Pohlad	For	For	
PepsiCo Inc Rightmove Plc	5/3/2023 5/5/2023	GB00BGDT3G23	Management Management	Elect Robert C. Pohlad Elect Jacqueline de Rojas	For For	For	
Deutsche Boerse AG	5/16/2023	DE0005810055	Management	Amendments to Articles (Virtual Participation of Supervisory Board	For	For	
				Members)			
Zebra Technologies Corp.	5/11/2023	US9892072045	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
Fortune Brands Innovations Inc	5/16/2023	US34964C1146	Management	Elect Nicholas I. Fink	For	For	and sustainability.
Honeywell International Inc.	5/19/2023	US4385161066	Management	Elect Kevin Burke	For	For	
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Cost Benefit Analysis of DEI Programs	Against	Against	Shareholder proposal is anti- social.
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Andrew RJ Bonfield	For	For	
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Elect Daniel L. Vasella	For	For	
Rightmove Plc	5/5/2023	GB00BGDT3G23	Management	Elect Andrew Findlay Amendments to Articles (Convocation of Shareholder Meetings)	For	For	
Deutsche Boerse AG Zebra Technologies Corp.	5/16/2023 5/11/2023	DE0005810055 US9892072045	Management Management	Amendments to Articles (Convocation of Shareholder Meetings) Frequency of Advisory Vote on Executive Compensation	1 Year	For 1 Year	
Fortune Brands Innovations Inc	5/11/2023	US34964C1146	Management	Elect A.D. David Mackay	For	For	
Honeywell International Inc.	5/19/2023	US4385161066	Management	Elect D. Scott Davis	For	Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions		For	Shareholders should approve provisions that could potentially limit their rights
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Olivier Bohuon	For	For	
PepsiCo Inc Rightmove Plc	5/3/2023 5/5/2023	ARDEUT111416 GB00BGDT3G23	Management Management	Elect Darren Walker Elect Amit Tiwari	For For	For	
Deutsche Boerse AG	5/5/2023	DE0005810055	Management	Amendments to Articles (Share Register)	For	For	
Zebra Technologies Corp.	5/11/2023	US9892072045	Management	Ratification of Auditor	For	For	
Fortune Brands Innovations Inc	5/16/2023	US34964C1146	Management	Elect Stephanie L. Pugliese	For	For	
Honeywell International Inc.	5/19/2023	US4385161066	Management	Elect Deborah Flint	For	For	
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Against	For	An independent assessment of freedom of association and collective bargaining policies is warranted
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Jeff Carr	For	For	
PepsiCo Inc Rightmove Plc	5/3/2023 5/5/2023	ARDEUT111416 GB00BGDT3G23	Management Management	Elect Alberto Weisser Elect Lorna Tilbian	For For	For	
Deutsche Boerse AG	5/5/2023	DE0005810055	Management Management	Remuneration Report	For	For	
Tractor Supply Co.	5/10/2023	US8923561067	Management	Elect Joy Brown	For	For	
Fortune Brands Innovations Inc	5/16/2023	US34964C1146	Management	Ratification of Auditor	For	For	
	5/19/2023	US4385161066	Management	Elect Vimal Kapur	For	For	
Honeywell International Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	Against	For	
			+	Elect Margherita Della Valle	For	For	
Honeywell International Inc.	5/3/2023	GB00B24CGK77	Management	Licot Wargherita Della Valle	1 01		
Honeywell International Inc. Amazon.com Inc. Reckitt Benckiser Group Plc PepsiCo Inc	5/3/2023 5/3/2023	GB00B24CGK77 ARDEUT111416	Management Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Honeywell International Inc. Amazon.com Inc. Reckitt Benckiser Group Plc PepsiCo Inc Rightmove Plc	5/3/2023 5/5/2023	ARDEUT111416 GB00BGDT3G23	Management Management	Ratification of Auditor Authority to Issue Shares w/ Preemptive Rights	For For	Against For	Excessive Auditor Tenure.
Honeywell International Inc. Amazon.com Inc. Reckitt Benckiser Group Pic PepsiCo Inc Rightmove Pic Deutsche Boerse AG	5/3/2023 5/5/2023 5/16/2023	ARDEUT111416 GB00BGDT3G23 DE0005810055	Management Management Management	Ratification of Auditor Authority to Issue Shares w/ Preemptive Rights Appointment of Auditor	For For	Against For For	Excessive Auditor Tenure.
Honeywell International Inc. Amazon.com Inc. Reckitt Benckiser Group Plc PepsiCo Inc Rightmove Plc	5/3/2023 5/5/2023	ARDEUT111416 GB00BGDT3G23	Management Management	Ratification of Auditor Authority to Issue Shares w/ Preemptive Rights	For For	Against For	Excessive Auditor Tenure. No tie between compensation

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Honeywell International Inc. Amazon.com Inc.	5/19/2023 5/24/2023	US4385161066 US0231351067	Management ShareHolder	Elect Rose Lee Shareholder Proposal Regarding Report Evaluating Animal Welfare	For Against	For	Favor reporting on and
				Standards			protecting animal welfare.
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Nicandro Durante	For	For	
PepsiCo Inc Rightmove Plc	5/3/2023 5/5/2023	ARDEUT111416 GB00BGDT3G23	Management Management	Advisory Vote on Executive Compensation Authority to Issue Shares w/o Preemptive Rights	For For	For	
Euronext N.V.	5/17/2023	NL0006294274	Management	Remuneration Report	For	For	
Tractor Supply Co.	5/11/2023	US8923561067	Management	Elect André J. Hawaux	For	For	
Fortune Brands Innovations Inc	5/16/2023	US34964C1146	Management	Amendment to Articles Regarding the Exculpation of Officers	For	Against	Amendment is not in best
Honeywell International Inc.	5/19/2023	US4385161066	Management	Elect Grace D. Lieblein	For	For	interests of shareholders
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Formation of Public Policy Committee	Against	For	Favor the establishment of a
							board environmental
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Mary Harris	For	For	committee
PepsiCo Inc	5/3/2023	ARDEUT111416	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Rightmove Plc	5/5/2023	GB00BGDT3G23	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital	For	For	
Euronext N.V.	5/17/2023	NL0006294274	Management	Investment) Accounts and Reports	For	For	
Tractor Supply Co.	5/11/2023	US8923561067	Management	Elect Denise L. Jackson	For	For	
Idexx Laboratories, Inc.	5/17/2023	US45168D1046	Management	Elect Daniel M. Junius	For	For	
Honeywell International Inc.	5/19/2023	US4385161066	Management	Elect Robin L. Washington	For	For	
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Hourly Associate Representation on the Board	Against	Against	
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Mehmood Khan	For	For	
PepsiCo Inc	5/3/2023	ARDEUT111416	ShareHolder	Shareholder Proposal Regarding Independent Chair	Against	Against	Shareholder proposal is anti-
Rightmove Plc	5/5/2023	GB00BGDT3G23	Management	Authority to Repurchase Shares	For	For	social.
Euronext N.V.	5/17/2023	NL0006294274	Management	Allocation of Dividends	For	For	-
Tractor Supply Co.	5/11/2023	US8923561067	Management	Elect Ramkumar Krishnan	For	For	
Idexx Laboratories, Inc.	5/17/2023	US45168D1046	Management	Elect Lawrence D. Kingsley	For	Against	Vote against the company
							chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Honeywell International Inc.	5/19/2023	US4385161066	Management	Elect Robin Watson	For	For	A LPF L S- L LL
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Report on Working Conditions	Against	For	Additional, independent scrutiny on the Company"s
							working conditions is
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Pamela J. Kirby	For	For	warranted
PepsiCo Inc	5/3/2023	ARDEUT111416	ShareHolder	Shareholder Proposal Regarding Transparency Report on Global Public	Against	Against	
				Policy and Political Influence		-	
Rightmove Plc Euronext N.V.	5/5/2023	GB00BGDT3G23 NL0006294274	Management Management	Authorisation of Political Donations Ratification of Management Board Acts	For For	For	
Tractor Supply Co.	5/11/2023	US8923561067	Management	Elect Edna K. Morris	For	Against	Vote against the company
пассо оцруг со.	3/11/2023	000320301007	wanagonen	CHOICE CHIEF C. WOTTS		Against	chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Idexx Laboratories, Inc.	5/17/2023	US45168D1046	Management	Elect Sophie V. Vandebroek	For	For	
Honeywell International Inc.	5/19/2023	US4385161066	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding Report on Plastic Packaging	Against	Against	
Reckitt Benckiser Group Plc	5/3/2023 5/3/2023	GB00B24CGK77 ARDEUT111416	Management	Elect Christopher A. Sinclair Shareholder Proposal Regarding Report On Risks From State Policies	For	For	
PepsiCo Inc	5/3/2023	ARDEUTTT1416	ShareHolder	Restricting Reproductive Health Care	Against	Against	
Rightmove Plc	5/5/2023	GB00BGDT3G23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Euronext N.V.	5/17/2023	NL0006294274	Management	Ratification of Supervisory Board Acts	For	For	
Tractor Supply Co.	5/11/2023	US8923561067	Management	Elect Mark J. Weikel	For	For	
Idexx Laboratories, Inc. Honeywell International Inc.	5/17/2023 5/19/2023	US45168D1046 US4385161066	Management Management	Ratification of Auditor Advisory Vote on Executive Compensation	For For	Against	Excessive Auditor Tenure.
Amazon.com Inc.	5/24/2023	US0231351067	ShareHolder	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	Against	For	Additional disclosure on the financial and operational risks associated with the use of Rekognition would benefit shareholders
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Elane B. Stock	For	For	
PepsiCo Inc	5/3/2023	ARDEUT111416	ShareHolder	Shareholder Proposal Regarding Congruency Report on Net-Zero	Against	Against	Shareholder proposal is anti- social.
Sap SE	5/11/2023	DE0007164600	Management	Emissions Policy Allocation of Dividends	For	For	Social.
Euronext N.V.	5/17/2023	NL0006294274	Management	Elect Nathalie Rachou to the Supervisory Board	For	For	
Tractor Supply Co.	5/11/2023	US8923561067	Management	Elect Harry A. Lawton III	For	For	
Idexx Laboratories, Inc.	5/17/2023	US45168D1046	Management	Advisory Vote on Executive Compensation	For	For	
Honeywell International Inc.	5/19/2023	US4385161066	Management	Ratification of Auditor	For	For	
Lowe's Cos., Inc. Reckitt Benckiser Group Plc	5/26/2023	US5486611073 GB00B24CGK77	Management	Elect Raul Alvarez Elect Alan Stewart	For For	For	
S&P Global Inc	5/3/2023	US78409V1044	Management Management	Elect Marco Alverà	For	For	
Sap SE	5/11/2023	DE0007164600	Management	Ratification of Management Board Acts	For	For	
Euronext N.V.	5/17/2023	NL0006294274	Management	Elect Morten Thorsrud to the Supervisory Board	For	For	
Tractor Supply Co.	5/11/2023	US8923561067	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Idexx Laboratories, Inc. Honeywell International Inc.	5/17/2023 5/19/2023	US45168D1046 US4385161066	Management ShareHolder	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Independent Chair	1 Year Against	1 Year For	An independent chair is better able to oversee the executives of a company and set a pro-
Lowe's Cos., Inc.	5/26/2023	US5486611073	Management	Elect David H. Batchelder	For	For	shareholder agenda
Reckitt Benckiser Group Plc	5/3/2023	GB00B24CGK77	Management	Elect Jeremy Darroch	For	For	1
S&P Global Inc	5/3/2023	US78409V1044	Management	Elect Jacques Esculier	For	For	
Sap SE	5/11/2023	DE0007164600	Management	Ratification of Supervisory Board Acts	For	For	
Euronext N.V.	5/17/2023	NL0006294274	Management	Elect Stéphane Boujnah to the Management Board	For	For	N. P. L.
Tractor Supply Co.	5/11/2023	US8923561067	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
CBRE Group Inc	5/17/2023	US12504L1098	Management	Elect Brandon B. Boze	For	For	
Honeywell International Inc.	5/19/2023	US4385161066	ShareHolder	Shareholder Proposal Regarding Environmental and Health Impact Report	Against	Against	
Lowe's Cos., Inc.	5/26/2023	US5486611073	Management	Elect Scott H. Baxter	For	For	
Reckitt Benckiser Group Plc S&P Global Inc	5/3/2023	GB00B24CGK77 US78409V1044	Management Management	Elect Tamara Ingram Elect Gay Huey Evans	For For	For	
Sap SE	5/3/2023	DE0007164600	Management	Remuneration Report	For	For	+
Euronext N.V.	5/17/2023	NL0006294274	Management	Elect Daryl Byrne to the Management Board	For	For	
Tractor Supply Co.	5/11/2023	US8923561067	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
CBRE Group Inc	5/17/2023	US12504L1098	Management	Elect Beth F. Cobert	For	For	
AMGEN Inc.	5/19/2023	US031162BA71	Management	Elect Wanda M. Austin	For	For	
Lowe's Cos., Inc. Reckitt Benckiser Group Plc	5/26/2023 5/3/2023	US5486611073 GB00B24CGK77	Management	Elect Sandra B. Cochran Appointment of Auditor	For For	For	
S&P Global Inc	5/3/2023	US78409V1044	Management Management	Appointment of Auditor Elect William D. Green	For	For	-
Sap SE	5/3/2023	DE0007164600	Management	Authority to Repurchase and Reissue Shares	For	For	
Euronext N.V.	5/17/2023	NL0006294274	Management	Elect Chris Topple to the Management Board	For	For	
Colgate-Palmolive Co.	5/12/2023	ARDEUT110855	Management	Elect John P. Bilbrey	For	For	
CBRE Group Inc	5/17/2023	US12504L1098	Management	Elect Reginald H. Gilyard	For	Against	There is insufficient female representation on the board of directors.
	5/19/2023	US031162BA71	Management	Elect Robert A. Bradway	For	For	unectors.
AMGEN Inc.	5/26/2023	US5486611073	Management	Elect Laurie Z. Douglas	For	For	
Lowe's Cos., Inc.		GB00B24CGK77	Management	Authority to Set Auditor's Fees	For	For	
Lowe's Cos., Inc. Reckitt Benckiser Group Plc	5/3/2023			Elect Stephanie C. Hill	For	For	
Lowe's Cos., Inc. Reckitt Benckiser Group Plc S&P Global Inc	5/3/2023	US78409V1044	Management	Automotive Description of the Control of the Contro	F	F	
Lowe's Cos., Inc. Reckitt Benckiser Group Plc S&P Global Inc Sap SE	5/3/2023 5/11/2023	DE0007164600	Management	Authority to Repurchase Shares Using Equity Derivatives	For	For	
Lowe's Cos., Inc. Reckitl Benckiser Group Pic S&P Global Inc Sap SE Euronext N.V.	5/3/2023 5/11/2023 5/17/2023		Management Management	Authority to Repurchase Shares Using Equity Derivatives Elect Isabel Ucha to the Management Board Elect John T. Cahill	For	For	
Lowe's Cos., Inc. Reckitt Benckiser Group Plc S&P Global Inc Sap SE	5/3/2023 5/11/2023	DE0007164600 NL0006294274	Management	Elect Isabel Ucha to the Management Board			
Lowe's Cos., Inc. Reckitt Benckiser Group Plc S&P Global Inc Sap SE Euronext N.V. Colgate-Palmolive Co.	5/3/2023 5/11/2023 5/17/2023 5/12/2023	DE0007164600 NL0006294274 ARDEUT110855	Management Management Management	Elect Isabel Ucha to the Management Board Elect John T. Cahill	For For	For For	There is insufficient female
Lowe's Cos., Inc. Reckitt Benckiser Group Plc S&P Global Inc Sap SE Euronext N.V. Colgate-Palmolive Co. CBRE Group Inc	5/3/2023 5/11/2023 5/17/2023 5/12/2023 5/17/2023	DE0007164600 NL0006294274 ARDEUT110855 US12504L1098	Management Management Management Management	Elect Isabel Ucha to the Management Board Elect John T. Cahill Elect Shira D. Goodman	For For	For For	There is insufficient female representation on the board of directors.

SAP Coloral Inc 5/3/2023 US78405 Sap SE 5/11/2023 DE0007** Euronext N.V. 5/17/2023 ARDEUT Colgate-Palmolive Co. 5/17/2023 ARDEUT Colgate-Palmolive Co. 5/17/2023 JUS03116 Colgate-Palmolive Co. 5/26/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US78406 SAP Global Inc 5/3/2023 MINOROR Sap SE 5/1/1/2023 US78406 Euronext N.V. 5/1/2/2023 ARDEUT Colgate-Palmolive Co. 5/1/2/2023 US03116 CBRE Group Inc 5/1/2/2023 US03116 Lowe's Cos., Inc. 5/2/2/2023 US3416 Lowe's Cos., Inc. 5/2/2/2023 US0416 Sap SE 5/1/1/2/2023 US0416 Euronext N.V. 5/1/2/2023 US0416 Colgate-Palmolive Co. 5/1/2/2023 US0416 Colgate-Palmolive Co. 5/1/2/2023 US0416 Colgate-Palmolive Co. 5/1/2/2023 US0416 Colgate-Palmolive Co.	8499V1044 Manag 0007164600 Manag 0006294274 Manag 11628A71 Manag 1486611073 Manag	gement	Authorisation of Political Donations Elect Rebecca Jacoby Elect Jennifer Xin-Zhe Li Elect Manuel Bento to the Management Board Elect EM Blake Hutcheson Elect Sieva A. Cahillane Elect E. M. Blake Hutcheson Elect Brian J. Druker Elect Marvin R. Ellison Authority to Issue Shares w/ Preemptive Rights Elect Another P. Kelly Elect Marvin Brown and Hove to the Management Board Elect Clist and Edwards Elect Christopher T. Jenny Elect Robert A. Eckert Elect Christopher T. Jenny Elect Robert A. Eckert Elect Daniel J. Heinrich Authority to Issue Shares w/o Preemptive Rights Elect Ian P. Livingston Elect Punit Renjen Appointment of Auditor Elect C. Martin Harris Elect Gerardo I. Lopez Elect Greg C. Garland Elect Brian C. Rogers Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Elect Dona D. McWhinney Management Board Remuneration Policy Authority to Issue Shares w/ Preemptive Rights Elect Martina Hund-Mejean Elect Charles M. Holley, Jr.	For	Against For For For For Against Against For For For For For For For For For Fo	There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation to the board of directors. There is insufficient female representation on the board of directors.
Sap SE Sf11/2023 DE0007* Euronent N.V. Sf17/2023 NL00062 Colgate-Palmolive Co. Sf17/2023 NL00062 COBRE Group Inc Sf17/2023 US12504 AMGEN Inc. Sf19/2023 US12504 Lowe's Cos., Inc. Sf28/2023 US54868 Reckitt Benckiser Group Plc Sf3/2023 US78408 Sap SE Sf11/2023 AD0007 Euronext N.V. Sf17/2023 US12504 Colgate-Palmolive Co. Sf12/2023 US78406 CBRE Group Inc Sf19/2023 US3116 Lowe's Cos., Inc. Sf26/2023 US54866 Reckitt Benckiser Group Plc Sf3/2023 G80062 Sap SE Sf11/2023 US78406 Colgate-Palmolive Co. Sf12/2023 US78406 Colgate-Palmolive Co. Sf12/2023 US03116	0007164600 Manag 0006294274 Manag 006294274 Manag 2504L1098 Manag 2504L1098 Manag 31162BA71 Manag 486611073 Manag 310824CGK77 Manag 3409V1044 Manag 3007164600 Manag 321102BS Manag 321102BA71 Manag 486611073 Manag 486611073 Manag 3007164600 Manag 3007164600 Manag 31162BA71 Manag 32504L1098 Manag 331162BA71 Manag 3486611073 Manag 3699V1044 Manag 3699V1044 Manag 370824CGK77 Manag 38409V1044 Manag 38409V1044 Manag 38409V1044 Manag 38162BA71 Manag 38409V1044 Manag 38162BA71 Manag 38162B	gement	Elect Jennifer Xin-Zhe Li Elect Manuel Bento to the Management Board Elect Steve A. Cahillane Elect E.M. Blake Hutcheson Elect Brian J. Druker Elect Marvin R. Ellison Authority to Issue Shares w/ Preemptive Rights Elect Mobert P. Kelly Elect Genority and the Management Board Elect Lisa M. Edwards Elect Christopher T. Jenny Elect Robert A. Eckert Elect Robert A. Eckert Elect Daniel J. Heinrich Authority to Issue Shares w/o Preemptive Rights Elect Lian P. Livingston Elect Tan P. Livingston Elect Tan P. Livingston Elect C. Martin Harris Elect Gerardo I. Lopez Elect Grand I. Lopez Elect Brian C. Rogers Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment). Elect Daniel J. Melinney Management Board Remuneration Policy Authority to Issue Shares w/o Preemptive Rights Elect Brian C. Rogers Authority to Issue Shares w/o Preemptive Rights Elect Brian C. Rogers Authority to Issue Shares w/o Preemptive Rights Elect Darian Harris Elect Strand Remuneration Policy Authority to Issue Shares w/Preemptive Rights Elect Martina Hund-Mejean Elect Susan Meaney Elect Charles M. Holley, Jr.	For	For	representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation to the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of the presentation of the pre
Euronex N.V. 5/17/2023 ARDEUT CBRE Group Inc 5/17/2023 ASPE STATE PAIR PAIR PAIR PAIR PAIR PAIR PAIR PAIR	006294274 Manag EUT110855 Manag S25041.098 Manag 31162BA71 Manag 8486611073 Manag	gement	Elect Manuel Bento to the Management Board Elect Steve A. Cahillane Elect E.M. Blake Hutcheson Elect Brian J. Druker Elect Brian J. Druker Elect Marvin R. Ellison Authority to Issue Shares w/ Preemptive Rights Elect Robert P. Kelly Elect Cil Lu Elect Bento Ivan den Hove to the Management Board Elect Lisa M. Edwards Elect Christopher T. Jenny Elect Robert A. Eckert Elect Robert A. Eckert Elect Daniel J. Heinrich Authority to Issue Shares w/o Preemptive Rights Elect an P. Livingston Elect Punit Renjen Appointment of Auditor Elect Gerardo I. Lopez Elect Grardo I. Lopez Elect Grardo I. Lopez Elect Brian C. Rogers Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment). Elect Deborah D. McWhinney Management Board Remuneration Policy Management Board Remuneration Policy Management Board Remuneration Policy Elect Martina Hund-Mejean Elect Susan Meaney Elect Charles M. Holley, Jr.	For	For For For For For For For For For Against Against For For For For For For For For For Fo	representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of on the board of on the board of on the board of the prepresentation of the prepresentation of the board of the prepresentation o
Colgate-Palmolive Co.	DEUT110855 Manag 2504L1098 Manag 31162BA71 Manag 486611073 Manag 4809V1044 Man	gement	Elect Steve A. Cahillane Elect E. M. Blake Hutcheson Elect Brian J. Druker Elect Brian J. Druker Elect Marvin R. Ellison Authority to Issue Shares w/ Preemptive Rights Elect Robert P. Kelly Elect Got I. U Elect Benoît van den Hove to the Management Board Elect Lisa M. Edwards Elect Christopher T. Jenny Elect Christopher T. Jenny Elect Robert A. Eckert Elect Daniel J. Heinrich Authority to Issue Shares w/o Preemptive Rights Elect Ian P. Livingston Elect Paniel A. Heinrich Authority to Issue Shares w/o Preemptive Rights Elect Grardo I. Lopez Elect Grardo I. Lopez Elect Grardo I. Lopez Elect Grardo I. Lopez Elect Brian C. Rogers Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment). Elect Deborah D. McWhinney Management Board Remuneration Policy Authority to Issue Shares w/Preemptive Rights Elect Susan Meaney Elect Charles M. Holley, Jr.	For	For	representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of on the board of on the board of on the board of the prepresentation of the prepresentation of the board of the prepresentation o
SERIE Group Inc	2504L1098 Manag 31162BA71 Manag 486611073 Manag 005294274 Manag 2504L1098 Manag 131162BA71 Manag	gement	Elect E.M. Blake Hutcheson Elect Brian J. Druker Elect Marvin R. Ellison Authority to Issue Shares w/ Preemptive Rights Elect Obert P. Kelly Elect Qi Lu Elect Benoît van den Hove to the Management Board Elect Lisa M. Edwards Elect Christopher T. Jenny Elect Robert A. Eckert Elect Daniel J. Heinrich Authority to Issue Shares w/o Preemptive Rights Elect Ian P. Livingston Elect Tan P. Livingston Elect Tan P. Livingston Elect C. Martin Harris Elect Gerardo I. Lopez Elect Grardo I. Lopez Elect Brian C. Rogers Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment). Elect Doron D. McWhinney Management Board Remuneration Policy Authority to Issue Shares w/o Preemptive Rights Elect Martina Hund-Mejean Elect Susan Meaney Elect Curries M. Holley, Jr.	For	For For For For For For For Against Against For For For For For For For For For Fo	representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of on the board of on the board of on the board of the prepresentation of the prepres
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Lowe's Cos., Inc. 5/26/2023 US54866 Reckitt Benckiser Group Pic 5/3/2023 GB0082-SB PG Idobal Inc 5/3/2023 US78406 SBP Global Inc 5/3/2023 US78406 SBP Global Inc 5/3/2023 US78406 SBP SE 5/11/2023 DE00077 SURPHONE NV. 5/17/2023 ARDEUT CD984 SBP SE 5/11/2023 ARDEUT CD984 SBP SE S/11/2023 US12504 CD984 SBP SE SMP	486611073 Manag 0824CCK77 Manag 4848611073 Manag 0824CCK77 Manag 4848611073 Manag 486611073 Manag	gement	Elect Marvin R. Ellison Authority to Issue Shares w/ Preemptive Rights Elect Robert P. Kelly Elect Borot P. Kelly Elect Borot Ward and Hove to the Management Board Elect Lisa M. Edwards Elect Christopher T. Jenny Elect Christopher T. Jenny Elect Daniel J. Heinrich Authority to Issue Shares w/o Preemptive Rights Elect an P. Livingston Elect Punit Renjen Appointment of Auditor Elect C. Martin Harris Elect Gerardo I. Lopez Elect Greg C. Garland Elect Brian C. Rogers Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Elect Deborah D. McWhinney Management Board Remuneration Policy Management Board Remuneration Policy Management Board Remuneration Policy Management Board Remuneration Policy Elect Martina Hund-Mejean Elect Susan Meaney Elect Charles M. Holley, Jr.	For	For For For For Against Against For For For For For For For For For Fo	representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors. There is insufficient female representation on the board of directors.
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Lowe's Cos., Inc. 5/26/2023 US54866	.486611073 Manag 00824CGK77 Manag 8409V1044 Manag			For	Ů	representation on the board of directors. There is insufficient female
Reckitt Benckiser Group Pic 5/3/2023 GB00B2- S&P Global Inc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Euronext N.V. 5/11/2023 NL00062 COlgate-Palmolive Co. 5/12/2023 JS2504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03162 S&P Global Inc 5/3/2023 GB00B2- Euronext N.V. 5/11/2023 US03162 S&P Global Inc 5/3/2023 GB00B2- Euronext N.V. 5/11/2023 NL00062 Euronext N.V. 5/11/2023 US03162 Euronext N.V. 5/	00B24CGK77 Manag 8409V1044 Manag	genent	Elect Deriffam I. SCOT		Ů	representation on the board of directors.
S&P Global Inc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Euronext N.V. 5/17/2023 NL00062 Colgate-Palmolive Co. 5/12/2023 ARDEUT AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 Reckitt Benckiser Group Pic 5/3/2023 G80062 S&P Global Inc 5/3/2023 DE00071 Sap SE 5/11/2023 DE00071 Euronext N.V. 5/17/2023 ARDEUT Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03162 AMGEN Inc. 5/19/2023 US03162 Lowe's Cos., Inc. 5/26/2023 US04162 GSK Pic 5/3/2023 G8006N S&P Global Inc 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US03161 Techtronic Industries Co. Ltd. 5/12/2023 US031716 Techtronic Industries Co. Ltd.	8409V1044 Manag		Elico Sin Bin E. 9000	For		Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Sap SE	8409V1044 Manag	gement	Authority to Repurchase Shares	For	For	
Euronext N.V. 5/17/2023 NL00062 Colgate-Palmolive Co. 5/12/2023 ARDEUT Colgate-Palmolive Co. 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US3116 Lowe's Cos., inc. 5/26/2023 US34866 CSK Pic 5/3/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 US34866 CSK Pic 5/3/2023 US34866		gement	Elect Maria R. Morris	For	For	
Colgate-Palmolive Co. \$1/12/2023 ARDEUT CBRE Group Inc \$1/17/2023 US12504 AMGEN Inc. \$1/19/2023 US03116 Lowe's Cos., Inc. \$5/26/2023 US54866 Reckitt Benckiser Group Plc \$7/3/2023 US54306 SaP Cilobal Inc \$7/3/2023 US78402 SaP Electronext N.V. \$1/11/2023 DE00071 Euronext N.V. \$1/11/2023 NL00062 Colgate-Palmolive Co. \$1/12/2023 US12504 AMGEN Inc. \$1/19/2023 US3116 Lowe's Cos., Inc. \$1/26/2023 US44866 GSK Pic \$1/3/2023 US03116 SaP Global Inc \$1/12/2023 DE00077 Sap SE \$1/11/2023 US03106 Techtronic Industries Co. Ltd. \$1/12/2023 HK06690 Colgate-Palmolive Co. \$1/12/2023 US03116 GERE Group Inc \$1/17/2023 US03116 AMGEN Inc. \$1/19/2023 US03116 Lowe's Cos., Inc. \$1/26/2023 US4866 GSK Pic	007164600 Manag		Supervisory Board Remuneration Policy	For	For	
CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 Reckitt Benckiser Group Plc 5/3/2023 GB0082 S&P Global Inc 5/3/2023 DE00071 Sap SE 5/11/2023 DE00071 Euronext N.V. 5/17/2023 NL00062 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Plc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 S&P Global Inc 5/3/2023 US03116 S&P Global Inc 5/3/2023 </td <td>006294274 Manag</td> <td>gement</td> <td>Authority to Suppress Preemptive Rights</td> <td>For</td> <td>For</td> <td></td>	006294274 Manag	gement	Authority to Suppress Preemptive Rights	For	For	
AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03166 Reckitt Benckiser Group Pic 5/3/2023 GB0082- S&P Global Inc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Euronext N.V. 5/17/2023 NL00082 Colgate-Palmolive Co. 5/12/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 S&P Global Inc 5/3/2023 US0316 Mettler-Toledo International, Inc. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US03166 GERE Group Inc 5/17/2023 US03166 S&P Global Inc 5/3/2023 US03166 GERE Group Inc 5/17/2023 US03166	EUT110855 Manag	gement	Elect Kimberly A. Nelson	For	For	
Lowe's Cos., Inc.	2504L1098 Manaç	gement	Elect Oscar Munoz	For	-	There is insufficient female representation on the board of directors.
Reckitt Benckiser Group Plc \$3/3/2023 GB00822 S&P Global Inc \$5/3/2023 US78406 Sap SE \$1/11/2023 DE0007/1 Euronext N.V. \$1/12/2023 ARDEUT Colgate-Palmolive Co. \$1/12/2023 ARDEUT CBRE Group Inc \$1/17/2023 US12504 AMGEN Inc. \$1/19/2023 US03116 Lowe's Cos., Inc. \$76/20203 US54866 GSK Plc \$1/3/2023 GB0008N S&P Global Inc \$1/3/2023 US78406 Sap SE \$1/11/2023 DE00071 Techtronic Industries Co. Ltd. \$1/12/2023 HK06690 Colgate-Palmolive Co. \$1/12/2023 US03116 AMGEN Inc. \$1/12/2023 US03116 Lowe's Cos., Inc. \$1/26/2023 US03116 S&P Global Inc \$1/3/2023 US03116 S&P Global Inc \$1/3/2023 US03126 Techtronic Industries Co. Ltd. \$1/12/2023 US03223 Mettler-Toledo International, Inc. \$1/4/2023 US59266 Tec	31162BA71 Manag	gement	Elect S. Omar Ishrak	For	For	uncciors.
S&P Global Inc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Euronext N.V. 5/17/2023 NL00062 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB006N S&P Global Inc 5/3/2023 US78405 Sap SE 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US03116 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB006N S&P Global Inc 5/3/2023 US54866 GSK Pic 5/3/2023 US54866 Mettler-Toledo International, Inc. 5/4/2023 US59268 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 </td <td>486611073 Manag</td> <td>gement</td> <td>Elect Colleen Taylor</td> <td>For</td> <td>For</td> <td></td>	486611073 Manag	gement	Elect Colleen Taylor	For	For	
Sap SE	0B24CGK77 Manag	gement	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Euronext N.V. 5/17/2023 NL00062 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 S&P Global Inc 5/12/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US0316 S&P Global Inc 5/12/2023 US0316 S&P Global Inc 5/12/2023 US0316 Colgate-Palmolive Co. 5/12/2023 HK06690 AMGEN Inc. 5/12/2023 US0316 Lowe's Cos., Inc. 5/26/2023 US0316 S&P Global Inc 5/12/2023 US0316 S&P Global Inc 5/12/2023 US0316 Lowe's Cos., Inc. 5/26/2023 US0316 S&P Global Inc 5/3/2023 US0316 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US0316 Techtronic Industries Co. Ltd. 5/12/2023 US0316 Colgate-Palmolive Co. 5/12/2023 US0316 AMGEN Inc. 5/12/2023 US0316 AMGEN Inc. 5/12/2023 US0316 Colgate-Palmolive Co. 5/12/2023 US0316 Col	8409V1044 Manag	gement	Elect Douglas L. Peterson	For	For	
Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB00BN SaP Global Inc 5/3/2023 DE00071 SaP SE 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US12800 AMGEN Inc. 5/19/2023 US3116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78405 Mettler-Toledo International, Inc. 5/4/2023 US59266 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US78405 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US03116	007164600 Manag	gement	Amendments to Articles (Virtual Shareholder Meetings)	For	For	
CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03168 S&P Global Inc 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US03466 Colgate-Palmolive Co. 5/12/2023 ARDEUT Lowe's Cos., Inc. 5/26/2023 US03168 S&P Global Inc 5/3/2023 US03168 S&P Global Inc 5/12/2023 HK06690 CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US0316 S&P Global Inc 5/3/2023 US0316 S&P Global Inc 5/3/2023 US0366690 CBRE Group Inc 5/3/2023 US0316 CGSK Plc 5/3/2023 US0316 S&P Global Inc 5/3/2023 US0366690 CBRE Group Inc 5/12/2023 US0316 Mettler-Toledo International, Inc. 5/4/2023 US0366690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US03166 COLGBRE Group Inc 5/17/2023 US03166 COLGBRE Group Inc 5/17/2023 US03166 Lowe's Cos., Inc. 5/26/2023 US03166 CSK Plc 5/3/2023 US03166 CSK Plc 5/3/2023 US03166 CSK Plc 5/3/2023 US03166 CSK Plc 5/3/2023 US04866	006294274 Manag	gement	Authority to Repurchase Shares	For	For	
AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK PIc 5/3/2023 GB008N S&P Global Inc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 GSK PIc 5/3/2023 GB008N S&P Global Inc 5/3/2023 US59266 Mettler-Toledo International, Inc. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 JS03116 Colgate-Palmolive Co. 5/12/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 Lowe's Co	DEUT110855 Manag	gement	Elect Lorrie M. Norrington	For		Adopted forum selection
AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK PIc 5/3/2023 GB008N S&P Global Inc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 GSK PIc 5/3/2023 GB008N S&P Global Inc 5/3/2023 US59266 Mettler-Toledo International, Inc. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 JS03116 Colgate-Palmolive Co. 5/12/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 Lowe's Co						clause in past year w/o shareholder approval
AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB008N S&P Global Inc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 GSK Pic 5/3/2023 GB008N S&P Global Inc 5/3/2023 US59266 Mettler-Toledo International, Inc. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 JUS2504 Colgate-Palmolive Co. 5/12/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 Colgate-Palmolive Co. 5/12/2023 US03116 Colga	2504L1098 Manag	gement	Elect Robert E. Sulentic	For	For	Silarenoluer approvai
GSK Pic 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78405 Sap SE 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 ARDEUT Colgate-Palmolive Co. 5/12/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 S&P Global Inc 5/3/2023 US03116 S&P Global Inc 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 US03116 S&P Global Inc 5/12/2023 US03116 S&P Global Inc 5/12/2023 US03116 S&P Global Inc 5/3/2023 US03116 S&P Global Inc 5/3/2023 US03116 S&P Global Inc 5/3/2023 G800BN			Elect Tyler Jacks	For	For	
S&P Global Inc 5/3/2023 US78406 Sap SE 5/11/2023 DE00071 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 S&P Clobal Inc 5/3/2023 GB00BN S&P Clobal Inc 5/3/2023 US59266 Mettler-Toledo International, Inc. 5/4/2023 US59266 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03316 Lowe's Cos., Inc. 5/26/2023 GB00BN GSK Pic 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US0330	486611073 Manag	gement	Elect Mary Elizabeth West	For	For	
Sap SE 5/11/2023 DE0007/1 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc. 5/17/2023 US31300 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Plc 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US59266 Mettler-Toledo International, Inc. 5/4/2023 US59266 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 G8008N S&P Global Inc 5/3/2023 G8008N	0BN7SWP63 Manag	gement	Accounts and Reports	For	For	
Techtronic Industries Co. Ltd. 5/12/2023 HK06690	8409V1044 Manag	gement	Elect Richard E. Thornburgh		For	
Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Plc 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78406 Mettler-Toledo International, Inc. 5/4/2023 US59266 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CORRE Group Inc 5/17/2023 US03116 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK PIc 5/3/2023 G8008N S&P Global Inc 5/3/2023 US0323	007164600 Manag	gement	Amendments to Articles (Virtual Participation of Supervisory Board	For	For	
Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Plc 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78406 Mettler-Toledo International, Inc. 5/4/2023 US59266 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CORRE Group Inc 5/17/2023 US03116 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK PIc 5/3/2023 G8008N S&P Global Inc 5/3/2023 US0323			Members)	_		
CBRE Group Inc \$171/2023 US12504 AMGEN Inc. \$191/2023 US03116 Lowe's Cos., Inc. \$7261/2023 US54866 GSK PIc \$73/2023 GB00BN S&P Global Inc \$73/2023 US78406 Mettler-Toledo International, Inc. \$14/2023 US59268 Techtronic Industries Co. Ltd. \$112/2023 HK06690 Colgate-Palmolive Co. \$12/2023 ARDEUT CBRE Group Inc \$171/2023 US03114 AMGEN Inc. \$19/2023 US03114 Lowe's Cos., Inc. \$726/2023 US54866 GSK Pic \$73/2023 G800BN S&P Global Inc \$13/2023 G800BN			Accounts and Reports		For	
AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB00MS S&P Global Inc 5/3/2023 US7840S Mettler-Toledo International, Inc. 5/4/2023 US59266 Techtronic Industries Co. Ltd. 5/12/2023 HK0669C Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US03116 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB008N S&P Global Inc 5/3/2023 GB008N	,		Elect Michael B. Polk		For	
Lowe's Cos., Inc. 5/26/2023 US54866			Elect Sanjiv Yajnik Elect Ellen J. Kullman		For	
SSK Pic 5/3/2023 GB006N	131162BA/1 Manag	gement	Elect Ellen J. Kuliman	For		There is insufficient female representation on the board of
SSK Pic 5/3/2023 GB006N						directors.
S&P Global Inc 5/3/2023 US78406 Mettler-Toledo International, Inc. 5/4/2023 US59268 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US12500 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 G8008N S&P Global Inc 5/3/2023 US78406	486611073 Manag	gement	Advisory Vote on Executive Compensation	For	Against	No tie between compensation
S&P Global Inc 5/3/2023 US78406 Mettler-Toledo International, Inc. 5/4/2023 US59268 Techtronic Industries Co. Ltd. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US12500 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 G8008N S&P Global Inc 5/3/2023 US78406	0BN7SWP63 Manag	gement	Remuneration Report	For	For	and sustainability.
Mettler-Toledo International, Inc. 5/4/2023 US59268 Techtronic Industries Co. 5/12/2023 HK06690 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB00BN SAP Global Inc 5/3/2023 US78402	,		Elect Gregory Washington		For	
Techtronic Industries Co. Ltd. 5/12/2023 HK0669/2 Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB008N S&P Global Inc 5/3/2023 US78406		*	Elect Gregory Washington Elect Robert F. Spoerry			Company is a UNGC
Colgate-Palmolive Co. 5/12/2023 ARDEUT CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB008N S&P Global Inc 5/3/2023 US78406		J				participant or signatory OR the Human Rights Policy does not align with UNDHR
CBRE Group Inc 5/17/2023 US12504 AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78406		gement	Allocation of Profits/Dividends	For	For	
AMGEN Inc. 5/19/2023 US03116 Lowe's Cos., Inc. 5/26/2023 US54866 GSK Pic 5/3/2023 GB008N S&P Global Inc 5/3/2023 US78406		gement	Elect Stephen I. Sadove		For	
Lowe's Cos., Inc. 5/26/2023 US54866 GSK Plc 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78408			Ratification of Auditor		For	
GSK PIc 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78409	31162BA71 Manag	gement	Elect Amy E. Miles	For		There is insufficient female
GSK PIc 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78408						representation on the board of directors.
GSK PIc 5/3/2023 GB00BN S&P Global Inc 5/3/2023 US78408	486611073 Manag	gement	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
	00BN7SWP63 Manag	gement	Elect Julie Brown		For	
Mettler-Toledo International, Inc. 5/4/2023 US59268			Advisory Vote on Executive Compensation		For	
			Elect Roland Diggelmann		For	
Techtronic Industries Co. Ltd. 5/12/2023 HK06690	669013440 Manag	gement	Elect Horst Julius PUDWILL	For		Vote against the company to a when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR. There is insufficient female representation on the board of directors.
Colgate-Palmolive Co. 5/12/2023 ARDEUT		gement	Elect Noel R. Wallace	For	For	
· ·	DEUT110855 Manac		Advisory Vote on Executive Compensation		For	
			Elect Ronald D. Sugar			There is insufficient female
	2504L1098 Manag		-		•	representation on the board of
Lowe's Cos., Inc. 5/26/2023 US54866	2504L1098 Manag	gement	Ratification of Auditor	For	Against	directors. Excessive Auditor Tenure.
	2504L1098 Manag 31162BA71 Manag	*	Elect Vishal Sikka		For	COUNTY AUGILOI (CITUIC.
	2504L1098 Manag 31162BA71 Manag 486611073 Manag	go.n	Frequency of Advisory Vote on Executive Compensation		1 Year	
	2504L1098 Manag 31162BA71 Manag 486611073 Manag 00BN7SWP63 Manag	gement	Elect Domitille Doat-Le Bigot		For	
	2504L1098 Manag 31162BA71 Manag 486611073 Manag 0BN7SWP63 Manag 8409V1044 Manag		Elect Joseph Galli Jr.		For	
	2504L1098 Manas 331162BA71 Manas 486611073 Manas 00BN7SWP63 Manas 8409V1044 Manas 926881054 Manas	gement	Ratification of Auditor			Excessive Auditor Tenure.
-	2504L1098 Manag 331162BA71 Manag 486611073 Manag 08N7SWP63 Manag 8409V1044 Manag 926681054 Manag 1669013440 Manag	gement gement	Frequency of Advisory Vote on Executive Compensation		1 Year	ronard.
	2504L1098 Manag 331162BA71 Manag 486611073 Manag 10BN75WP63 Manag 8409V1044 Manag 926881054 Manag 6699013440 Manag DEUT110855 Manag	gement gement gement	Elect R. Sanders Williams			There is insufficient female
	2504L1098 Manag 31162BA71 Manag 486611073 Manag 00BN7SWP63 Manag 8409V1044 Manag 926881054 Manag 669013440 Manag EUT110855 Manag 52504L1098 Manag	gement gem				representation on the board of directors.
Lowe's Cos., Inc. 5/26/2023 US54866	2504L1098 Manag 3116ZBA71 Manag 486611073 Manag 10BN7SWP63 Manag 8409V1044 Manag 292681054 Manag 5204L1098 Manag 3116ZBA71 Manag	gement gement gement gement gement gement				An independent chair is better able to oversee the executives
GSK Pic 5/3/2023 GB00BN	2504L1098 Manag 31162BA71 Manag 486611073 Manag 10BN75WP63 Manag 8409V1044 Manag 250881054 Manag 669013440 Manag 52504L1098 Manag 31162BA71 Manag	gement gement gement gement gement gement	Shareholder Proposal Regarding Independent Chair	Against		of a company and set a pro- shareholder agenda

COR CLAUL	F/0/0000	1107040014044	IM	Description of Australia	F	A !	F
S&P Global Inc Mettler-Toledo International, Inc.	5/3/2023 5/4/2023	US78409V1044 US5926881054	Management Management	Ratification of Auditor Elect Elisha W. Finney	For For	Against	Excessive Auditor Tenure.
Techtronic Industries Co. Ltd.	5/12/2023	HK0669013440	Management	Elect Frank CHAN Chi Chung	For	For	
Colgate-Palmolive Co.	5/12/2023	ARDEUT110855	Management	Advisory Vote on Executive Compensation	For	For	
CBRE Group Inc	5/17/2023	US12504L1098	ShareHolder	Shareholder Proposal Regarding Retention of Shares Until Normal	Against	Against	
AMGEN Inc.	5/19/2023	US031162BA71	Management	Retirement Age Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
GQG Partners Inc.	5/17/2023	AU0000180499	Management	Re-elect Elizabeth Proust	For	For	
GSK Pic	5/3/2023	GB00BN7SWP63	Management	Elect Sir Jonathan R. Symonds	For	For	
Pool Corporation	5/3/2023	US73278L1052	Management	Elect Peter D. Arvan	For	For	
Mettler-Toledo International, Inc.	5/4/2023	US5926881054	Management	Elect Richard Francis	For	For	
Techtronic Industries Co. Ltd.	5/12/2023	HK0669013440	Management	Elect Robert Hinman Getz	For	Against	There is insufficient female
							representation on the board of directors.
Colgate-Palmolive Co.	5/12/2023	ARDEUT110855	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	directors.
Fiserv, Inc.	5/17/2023	US3377381088	Management	Elect Frank J. Bisignano	For	For	
AMGEN Inc.	5/19/2023	US031162BA71	Management	Advisory Vote on Executive Compensation	For	For	
GQG Partners Inc.	5/17/2023	AU0000180499	Management	Re-elect Melda Donnelly	For	For	
GSK Pic	5/3/2023	GB00BN7SWP63	Management	Elect Emma N. Walmsley	For	For	
Pool Corporation	5/3/2023	US73278L1052	Management	Elect Martha S. Gervasi	For	For	
Mettler-Toledo International, Inc. Techtronic Industries Co. Ltd.	5/4/2023 5/12/2023	US5926881054	Management	Elect Michael A. Kelly Directors' Fees	For For	For	
Colgate-Palmolive Co.	5/12/2023	HK0669013440 ARDEUT110855	Management ShareHolder	Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better
Congate-1 annouve Co.	3/12/2023	ANDEOTTIOOSS	Oriente folder	Orial cholder i Toposar Negarung independent Oriali	Against	1 01	able to oversee the executives
							of a company and set a pro-
Fisery, Inc.	5/17/2023	US3377381088	Management	Elect Henrique de Castro	For	For	shareholder agenda
GSK Plc	5/3/2023	GB00BN7SWP63	Management	Elect Charles A. Bancroft	For	For	
Pool Corporation	5/3/2023	US73278L1052	Management	Elect James D. Hope	For	For	
Mettler-Toledo International, Inc.	5/4/2023	US5926881054	Management	Elect Thomas P. Salice	For	Against	Does not disclose EE01
					_		reporting.
Techtronic Industries Co. Ltd. Fisery, Inc.	5/12/2023	HK0669013440	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Mettler-Toledo International, Inc.	5/17/2023 5/4/2023	US3377381088 US5926881054	Management Management	Elect Harry F. DiSimone Elect Ingrid Zhang	For For	For	
Fisery, Inc.	5/17/2023	US3377381088	Management	Elect Dylan G. Haggart	For	Withhold	There is insufficient female
rooty, mo.	311112023	000077301000	managoment	2008 Sylair G. Fraggart		. via ii Olu	representation on the board of
Market Table 1 in 1 i	5/4/2222	LIOTOCCCC CC		D. C.C. Co. CA. Ch.	5	-	directors.
Mettler-Toledo International, Inc.	5/4/2023	US5926881054	Management	Ratification of Auditor	For	For	There is in the second
Fiserv, Inc.	5/17/2023	US3377381088	Management	Elect Wafaa Mamilli	For	Withhold	There is insufficient female representation on the board of
							directors.
Mettler-Toledo International, Inc.	5/4/2023	US5926881054	Management	Advisory Vote on Executive Compensation	For	For	
Fiserv, Inc.	5/17/2023	US3377381088	Management	Elect Heidi G. Miller	For	Withhold	There is insufficient female representation on the board of
							representation on the board of directors.
Mettler-Toledo International, Inc.	5/4/2023	US5926881054	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Fiserv, Inc.	5/17/2023	US3377381088	Management	Elect Doyle R. Simons	For	For	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Shari L Ballard	For	For	
Fiserv, Inc.	5/17/2023	US3377381088	Management	Elect Kevin M. Warren	For	Withhold	Vote against the company
							chair when the company is a UNGC participant or signatory
							OR the Human Rights Policy
							does not align with UNDHR.
							There is insufficient female representation on the board of
							directors.
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Barbara J. Beck	For	For	
Fisery, Inc.	5/4/2023	US3377381088	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation
i isorv, inc.	3/1//2023	000017001000	Wanagement	Advisory vote on Executive Compensation	1 61	Against	and sustainability.
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Christophe Beck	For	For	
Fiserv, Inc.	5/17/2023	US3377381088	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Jeffrey M. Ettinger	For	For	
Fisery, Inc.	5/17/2023	US3377381088	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Ecolab, Inc. Fiserv, Inc.	5/4/2023 5/17/2023	US2788651006 US3377381088	Management ShareHolder	Elect Eric M. Green Shareholder Proposal Regarding Independent Chair	For Against	For	An independent chair is better
riserv, inc.	5/17/2023	053377361066	Shareholder	Shareholder Proposal Regarding Independent Chair	Against	roi	able to oversee the executives
							of a company and set a pro-
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Arthur J. Higgins	For	For	shareholder agenda
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect Gerard J. Arpey	For	For	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Michael Larson	For	For	
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect Ari Bousbib	For	For	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect David W. MacLennan	For	For	
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect Jeffery H. Boyd	For	For	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Tracy B. McKibben	For	For	
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect Gregory D. Brenneman	For	For	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Lionel L. Nowell, III	For	For	
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect J. Frank Brown	For	Against	Vote against the company
							chair when the company is a UNGC participant or signatory
							OR the Human Rights Policy
							does not align with UNDHR.
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Victoria J. Reich	For	For	
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect Albert P. Carey	For	For	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect Suzanne M. Vautrinot	For	For	
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect Edward P. Decker	For	For	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Elect John J. Zillmer	For	Against	Nominee sits on more than
							two public company boards while being an executive of a
							public company or the
							nominee sits on more than five
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect Linda R. Gooden	For	For	nublic company hoards
Ecolab, Inc.	5/4/2023	US2788651006	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Home Depot, Inc.	5/18/2023	US437076BZ43	Management	Elect Wayne M. Hewett	For	For	
Ecolab, Inc.	5/4/2023	US2788651006	Management	Approval of the 2023 Stock Incentive Plan	For	For	
	5/18/2023	US437076BZ43	Management	Elect Manuel Kadre	For	For	
Home Depot, Inc.		US2788651006	Management	Amendment to the Stock Purchase Plan	For	For	
Home Depot, Inc. Ecolab, Inc.	5/4/2023				For	For	
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc.	5/4/2023 5/18/2023	US437076BZ43	Management	Elect Stephanie C. Linnartz			Faithers to be a second of
Home Depot, Inc. Ecolab, Inc.	5/4/2023		Management Management	Advisory Vote on Executive Compensation	For	Against	Failure to incentivize mitigation of material environmental
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023	US437076BZ43 US2788651006	Management	Advisory Vote on Executive Compensation	For	Against	Failure to incentivize mitigation of material environmental risks.
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc. Home Depot, Inc.	5/4/2023 5/18/2023 5/4/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43	Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli	For For	Against	of material environmental
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023 5/18/2023 5/4/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006	Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation	For 1 Year	Against For 1 Year	of material environmental
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc. Ecolab, Inc. Ecolab, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023 5/18/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43	Management Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker	For 1 Year For	Against For 1 Year For	of material environmental risks.
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023 5/18/2023 5/4/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006	Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation	For 1 Year	Against For 1 Year	of material environmental risks. An independent chair is better
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc. Ecolab, Inc. Ecolab, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023 5/18/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43	Management Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker	For 1 Year For	Against For 1 Year For	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a pro-
Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/4/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43	Management Management Management Management ShareHolder	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair	For For 1 Year For Against	Against For 1 Year For	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda
Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023 5/4/2023 5/4/2023 5/4/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006	Management Management Management Management ShareHolder Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor	For For 1 Year For Against	Against For 1 Year For Against	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder acenda Excessive Auditor Tenure.
Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/4/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43	Management Management Management Management ShareHolder	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair	For For 1 Year For Against	Against For 1 Year For	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda
Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/4/2023 5/18/2023 5/2/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006	Management Management Management Management ShareHolder Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seldman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III	For 1 Year For Against For	Against For 1 Year For For Against Against	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder acenda Excessive Auditor Tenure. Affiliate/Insider on nominating/governance committee
Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/4/2023 5/4/2023 5/4/2023 5/4/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006	Management Management Management Management ShareHolder Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor	For For 1 Year For Against	Against For 1 Year For Against	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda. Excessive Auditor Tenure. Affiliate/Insider on nominating/governance
Home Depot, Inc. Ecolab, Inc.	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/4/2023 5/18/2023 5/2/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006	Management Management Management Management ShareHolder Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seldman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III	For 1 Year For Against For	Against For 1 Year For For Against Against	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda Excessive Auditor Tenure. Affiliate/Insider on nominating/governance committee
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc. Ecolab, Inc. Ecolab, Inc. Home Depot, Inc. Ecolab, Inc. Ecolab, Inc. Home Depot, Inc. Service Corp. International	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US437076BZ43 US437076BZ43	Management Management Management Management ShareHolder Management Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III Advisory Vote on Executive Compensation	For For 1 Year For Against For For	Against For 1 Year For For Against Against Against	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda Excessive Auditor Tenure. Affiliate/Insider on nominating/governance committee
Home Depot, Inc. Ecolab, Inc. Service Corp. International Home Depot, Inc. Service Corp. International	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/2/2023 5/2/2023 5/2/2023 5/2/2023 5/2/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US437076BZ43 US437076BZ43 US437076BZ43 US437076BZ43	Management Management Management Management ShareHolder Management Management Management Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III Advisory Vote on Executive Compensation Elect Anthony L. Coelho	For For 1 Year For Against For For For	Against For 1 Year For For Against Against For	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda Excessive Auditor Tenure. Affiliate/Insider on nominating/governance committee
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Service Corp. International Home Depot, Inc. Service Corp. International	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43	Management Management Management Management ShareHolder Management Management Management Management Management Management Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III Advisory Vote on Executive Compensation Elect Anthony L. Coelho Frequency of Advisory Vote on Executive Compensation Elect Jakki L. Haussler Shareholder Proposal Regarding Reducing Ownership Threshold Required	For For 1 Year For Against For For For For 1 Year For	Against For 1 Year For For Against Against Against For 1 Year	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda Excessive Auditor Tenure. Affiliate/Insider on nominating/governance committee
Home Depot, Inc. Ecolab, Inc. Service Corp. International Home Depot, Inc.	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43	Management Management Management Management ShareHolder Management Management Management Management Management Management Management Management Management ShareHolder	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III Advisory Vote on Executive Compensation Elect Anthony L. Coelho Frequency of Advisory Vote on Executive Compensation Elect Jakki L. Haussler Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Wittine Consent	For For 1 Year For Against For For For For 1 Year For	Against For 1 Year For For Against Against Against I Year For I Year For	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda Excessive Auditor Tenure. Affiliate/Insider on nominating/governance committee
Home Depot, Inc. Ecolab, Inc. Home Depot, Inc. Service Corp. International	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43 US8175651046	Management Management Management Management ShareHolder Management Management Management Management Management Management Management Management ShareHolder Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III Advisory Vote on Executive Compensation Elect Anthony L. Coelho Frequency of Advisory Vote on Executive Compensation Elect Jakid L. Haussler Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent Elect Vixor L. Lund	For For 1 Year For Against For For For For Against For For For Against For	Against For 1 Year For Against Against Against 1 Year For 1 Year For Against For	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder acenda Excessive Auditor Tenure. Affiliate/insider on nominating/governance committee
Home Depot, Inc. Ecolab, Inc. Service Corp. International Home Depot, Inc.	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43	Management Management Management Management ShareHolder Management Management Management Management Management Management Management Management Management ShareHolder	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III Advisory Vote on Executive Compensation Elect Anthony L. Coelho Frequency of Advisory Vote on Executive Compensation Elect Jakki L. Haussler Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Wittine Consent	For For 1 Year For Against For For For For Against	Against For 1 Year For For Against Against Against For 1 Year For Against	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder agenda Excessive Auditor Tenure. Affiliate/Insider on nominating/governance committee No tie between compensation and sustainability. An independent chair is better able to oversee the executives
Home Depot, Inc. Ecotab, Inc. Service Corp. International Home Depot, Inc. Service Corp. International	5/4/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023 5/18/2023	US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US2788651006 US437076BZ43 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43 US8175651046 US437076BZ43 US8175651046	Management Management Management Management ShareHolder Management Management Management Management Management Management Management Management ShareHolder Management Management	Advisory Vote on Executive Compensation Elect Paula Santilli Frequency of Advisory Vote on Executive Compensation Elect Caryn Seidman-Becker Shareholder Proposal Regarding Independent Chair Ratification of Auditor Elect Alan R. Buckwalter, III Advisory Vote on Executive Compensation Elect Anthony L. Coelho Frequency of Advisory Vote on Executive Compensation Elect Jakid L. Haussler Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent Elect Vixor L. Lund	For For 1 Year For Against For For For For Against For For For Against For	Against For 1 Year For Against Against Against 1 Year For 1 Year For Against For	of material environmental risks. An independent chair is better able to oversee the executives of a company and set a proshareholder acenda Excessive Auditor Tenure. Affiliate/Insider on nominating/governance committee No tie between compensation and sustainability. An independent chair is better

Home Depot, Inc.	5/18/2023	US437076BZ43	ShareHolder	Shareholder Proposal Regarding Report on Political Expenditures and	Against	Against	
				Values Congruency			
Home Depot, Inc.	5/18/2023	US437076BZ43	ShareHolder	Shareholder Proposal Regarding Rescission of Majority-Supported	Against	Against	Shareholder proposal is anti-
				Shareholder Proposal			social.
Home Depot, Inc.	5/18/2023	US437076BZ43	ShareHolder	Shareholder Proposal Regarding Public Positions on Political Speech	Against	Against	Shareholder proposal is anti- social.
Zoetis Inc	5/18/2023	US98978V1035	Management	Elect Paul M. Bisaro	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Elect Vanessa Broadhurst	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Elect Frank A. D'Amelio	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Elect Michael B. McCallister	For	Against	Vote against the company chair when the company is a UNGC participant or signatory OR the Human Rights Policy does not align with UNDHR.
Zoetis Inc	5/18/2023	US98978V1035	Management	Elect Gregory Norden	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Elect Louise M. Parent	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Elect Kristin C. Peck	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Elect Robert W. Scully	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Advisory Vote on Executive Compensation	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Ratification of Auditor	For	For	
Zoetis Inc	5/18/2023	US98978V1035	Management	Amendment Regarding Ownership Threshold for Shareholders to Call a Special Meeting	For	Abstain	A 10% threshold for calling a special meeting is appropriate
Zoetis Inc	5/18/2023	US98978V1035	ShareHolder	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	A 10% threshold for calling a special meeting is appropriate
Marsh & McLennan Cos., Inc.	5/18/2023	US5717481023	Management	Elect Anthony K. Anderson	For	For	

Issuer Name							
Vestas Wind Systems AS	Meeting Date 4/12/2023	ISIN DK0061539921	Proponent Management		Management Recommendation For	Vote Decision For	Vote Note
Vestas Wind Systems AS	4/12/2023	DK0061539921	Management	Allocation of Profits/Dividends	For	For	
Vestas Wind Systems AS	4/12/2023 4/12/2023	DK0061539921 DK0061539921	Management		For For	For For	
Vestas Wind Systems AS Vestas Wind Systems AS	4/12/2023 4/12/2023	DK0061539921 DK0061539921	Management Management		For For	For	
Vestas Wind Systems AS	4/12/2023	DK0061539921	Management	Bect Bruce Grant	For	For	
Vestas Wind Systems AS Vestas Wind Systems AS	4/12/2023 4/12/2023	DK0061539921 DK0061539921	Management Management		For For	For For	
Vestas Wind Systems AS	4/12/2023	DK0061539921	Management	Bect Karl-Henrik Sundström	For	For	
Vestas Wind Systems AS	4/12/2023	DK0061539921	Management		For	For	
Vestas Wind Systems AS Vestas Wind Systems AS	4/12/2023 4/12/2023	DK0061539921 DK0061539921	Management Management	Appointment of Auditor	For	For Against	Excessive Auditor Tenure.
Vestas Wind Systems AS	4/12/2023	DK0061539921	Management	Authority to Repurchase Shares	For	For	
Vestas Wind Systems AS Adobe Inc	4/12/2023 4/20/2023	DK0061539921 US00724PAD15	Management Management		For For	For For	
Adobe Inc	4/20/2023	US00724PAD15	Management	Bect Brett Biggs	For	For	
Adobe Inc Adobe Inc	4/20/2023 4/20/2023	US00724PAD15 US00724PAD15	Management Management	Bect Melanie Boulden Bect Frank A. Calderoni	For For	For For	
Adobe Inc	4/20/2023	US00724PAD15	Management	Rect Laura B. Desmood	For	For	
Adobe Inc Adobe Inc	4/20/2023	US00724PAD15 US00724PAD15	Management		For	For	
Adobe Inc Adobe Inc	4/20/2023	US00724PAD15 US00724PAD15	Management Management		For For	For Against	Company is a UNGC participant
							or signatory OR the Human Rights Policy does not align with
Adobe Inc	4/20/2023	US00724PAD15	Management	Elect Dheeraj Pandey	For	For	UNDHR.
Adobe inc	4/20/2023	US00724PAD15	Management		For	For	
Adobe Inc	4/20/2023	US00724PAD15	Management		For	For	
Adobe Inc Adobe Inc	4/20/2023 4/20/2023	US00724PAD15 US00724PAD15	Management Management		For For	For For	
Adobe Inc	4/20/2023	US00724PAD15	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Adobe Inc Adobe Inc	4/20/2023 4/20/2023	US00724PAD15 US00724PAD15	Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For 1 Year	For 1 Year	
Adobe Inc	4/20/2023	US00724PAD15	ShareHolder	Shareholder Proposal Regarding Report on Hiring Practices for People With	Against	For	Favor improved labor
Nestle SA	4/20/2023	CH0038863350	Management	Arrest Records Accounts and Reports	For	Unvoted	reporting/monitoring.
Nestle SA Nestle SA	4/20/2023 4/20/2023	CH0038963350 CH0038963350	Management		For	Unvoted Unvoted	
Neste SA Neste SA	4/20/2023	CH0038863350 CH0038863350	Management Management	Allocation of Dividends	For For	Unvoted	
Nestle SA	4/20/2023	CH0038863350	Management	Bect Paul Bulcke	For	Unvoted	
Nestle SA Nestle SA	4/20/2023	CH0038863350 CH0038863350	Management Management		For For	Unvoted Unvoted	
Nestle SA	4/20/2023	CH0038863350	Management	Blect Renato Fassbind	For	Unvoted	
Nestle SA	4/20/2023	CH0038863350	Management		For	Unvoted	
Neste SA Neste SA	4/20/2023 4/20/2023	CH0038963350 CH0038963350	Management Management		For For	Unvoted	
Nestle SA	4/20/2023	CH0038963350	Management	Bect Dick Boer	For	Unvoted	
Nestle SA Nestle SA	4/20/2023	CH0038963350 CH0038963350	Management		For For	Unvoted Unvoted	
Neste SA Neste SA	4/20/2023 4/20/2023	CH0038863350 CH0038863350	Management Management	Bect Lindiw e Majele Sibanda	For For	Unvoted	
Nestle SA	4/20/2023	CH0038863350	Management	Bect Chris Leong	For	Unvoted	
Nestle SA Nestle SA	4/20/2023 4/20/2023	CH0038963350 CH0038963350	Management Management		For For	Unvoted	
Nestle SA	4/20/2023	CH0038963350	Management	Bect Marie-Gabrielle Ineichen-Fleisch	For	Unvoted	
Neste SA Neste SA	4/20/2023 4/20/2023	CH0038863350 CH0038863350	Management	Bect Pablo Isla Álvarez de Tejera as Compensation Committee Member	For For	Unvoted Unvoted	
Nestle SA	4/20/2023	CH0038863350	Management Management	Bect Dick Boer as Compensation Committee Member	For	Unvoted	
Nestle SA	4/20/2023	CH0038963350	Management	Blect Dinesh C. Pallwal as Compensation Committee Member	For	Unvoted	
Neste SA Neste SA	4/20/2023 4/20/2023	CH0038963350 CH0038963350	Management Management		For For	Unvoted Unvoted	
Neste SA	4/20/2023	CH0038863350	Management Management	Board Compensation	For	Unvoted	
Nestle SA	4/20/2023	CH0038963350	Management	Executive Compensation	For	Unvoted	
Neste SA Neste SA	4/20/2023 4/20/2023	CH0038963350 CH0038963350	Management Management	Cancellation of Shares and Reduction in Share Capital Amendments to Articles (General Meeting)	For For	Unvoted	
Nestle SA	4/20/2023	CH0038863350	Management	Amendments to Articles	For	Unvoted	
Nestle SA	4/20/2023	CH0038963350	ShareHolder	Additional or Amended Shareholder Proposals	Undetermined	Unvoted	
Moody's Corp. Moody's Corp.	4/18/2023 4/18/2023	BRMCORBDR005 BRMCORBDR005	Management Management		For For	For For	
Moody's Corp.	4/18/2023	BRMCORBDR005	Management	Bect Robert Fauber	For	For	
Moody's Corp.	4/18/2023 4/18/2023	BRMCORBDR005 BRMCORBDR005	Management		For For	For For	
Moody's Corp. Moody's Corp.	4/18/2023	BRMCORBDR005	Management Management	Bect Lloyd W. How ell, Jr.	For	For	
Moody's Corp.	4/18/2023	BRMCORBDR005	Management	Elect Jose M. Minaya	For	For	
Moody's Corp. Moody's Corp.	4/18/2023 4/18/2023	BRMCORBDR005 BRMCORBDR005	Management Management		For For	For For	
Moody's Corp.	4/18/2023	BRMCORBDR005	Management Management	Bect Bruce Van Saun	For	For	
Moody's Corp.	4/18/2023	BRMCORBDR005	Management		For	For	
Moody's Corp. Moody's Corp.	4/18/2023 4/18/2023	BRMCORBDR005 BRMCORBDR005	Management Management		For For	For	
Moody's Corp.	4/18/2023	BRMCORBDR005	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
HCA Healthcare Inc	4/19/2023	BRH1CABDR002	Management	Blect Thomas F. Frist II	For	Against	Company is a UNGC participant or signatory OR the Human
							Rights Policy does not align with UNDHR.
HCA Healthcare Inc	4/19/2023	BRH1CABDR002	Management	Bect Samuel N. Hazen	For	For	UNDHR
HCA Healthcare Inc HCA Healthcare Inc	4/19/2023	BRH1CABDR002 BRH1CABDR002	Management		For	For	
HCA Healthcare Inc	4/19/2023	BRH1CABDR002	Management Management		For For	For For	
HCA Healthcare Inc	4/19/2023	BRH1CABDR002	Management	Bect William R. Frist	For	For	
HCA Healthcare Inc HCA Healthcare Inc	4/19/2023 4/19/2023	BRH1CABDR002 BRH1CABDR002	Management Management		For For	For For	
HCA Healthcare Inc	4/19/2023	BRH1CABDR002	Management	Bect Wayne J. Riley	For	For	
HCA Healthcare Inc	4/19/2023	BRH1CABDR002 BRH1CABDR002	Management	Bect Andrea B. Smith Ratification of Auditor	For	For	
HCA Healthcare Inc HCA Healthcare Inc	4/19/2023	BRH1CABDR002 BRH1CABDR002	Management Management		For For	Against	Excessive Auditor Tenure.
HCA Healthcare Inc	4/19/2023	BRH1CABDR002	Management	Advisory Vote on Executive Compensation	For	For	
HCA Healthcare Inc	4/19/2023	BRH1CABDR002	ShareHolder	Shareholder Proposal Regarding Political Contributions and Expenditures Report		Against	
HCA Healthcare Inc	4/19/2023	BRH1CABDR002	ShareHolder	Shareholder Proposal Regarding Board Oversight of Staffing and Patient Safety	Against	For	In best interests of shareholders
RBLX Ro	4/20/2023	GB00B2B0DG97	Management		For	For	shareholders.
RELX Ro	4/20/2023 4/20/2023	GB00B2B0DG97 GB00B2B0DG97	Management Management		For For	For For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management		For	For	
RELX Plo	4/20/2023	GB00B2B0DG97	Management	Appointment of Auditor	For	For	
RELX Ro	4/20/2023	GB00B2B0DG97 GB00B2B0DG97	Management Management		For For	For For	
RELX Plo	4/20/2023	GB00B2B0DG97	Management		For	For	
RELX Ro	4/20/2023 4/20/2023	GB00B2B0DG97 GB00B2B0DG97	Management Management		For For	For For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management Management	Bect Charlotte Hogg	For For	For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management	Blect Marke van Lier Lels	For	For	
RELX Ro RELX Ro	4/20/2023 4/20/2023	GB00B2B0DG97 GB00B2B0DG97	Management Management		For For	For For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management	Bect Andrew J. Sukawaty	For	For	
RELX Plo	4/20/2023	GB00B2B0DG97	Management	Bect Suzanne Wood	For	For	
RELX Po RELX Po	4/20/2023 4/20/2023	GB00B2B0DG97 GB00B2B0DG97	Management Management		For For	For For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management	Sharesave Plan	For	For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management	Dec.	For	For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management		For For	For For	
RELX Ro	4/20/2023	GB00B2B0DG97 GB00B2B0DG97	Management Management	Authority to Issue Shares w /o Preemptive Rights Authority to Issue Shares w /o Preemptive Rights (Specified Capital Investment)		For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management		For	For	
RELX Ro	4/20/2023	GB00B2B0DG97	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Lvmh Moet Hennessy Vulton SE Lvmh Moet Hennessy Vulton SE	4/20/2023 4/20/2023	FR0000121014 FR0000121014	Management Management		For For	For For	
Lvmh Moet Hennessy Vulton SE	4/20/2023	FR0000121014	Management	Allocation of Profits/Dividends	For	For	
Lvmh Moet Hennessy Vulton SE			Management	Special Auditors Report on Regulated Agreements			
	4/20/2023	FR0000121014 FR0000121014	Management	Rect Delphine Amault	For For	For Analost	Nominae site on more there to
Lvmh Moet Hennessy Vulton SE	4/20/2023 4/20/2023	FR0000121014 FR0000121014	Management	Bect Delphine Amault	For For	Against	Nominee sits on more than two public company boards while
			Management	Bect Delphine Amault			public company boards while being an executive of a public company or the nominee sits on
Lvmh Moet Hennessy Vulton SE	4/20/2023	FR0000121014	-		For	Against	public company boards while being an executive of a public
Lvmh Moet Hennessy Vulton SE Lvmh Moet Hennessy Vulton SE	4/20/2023	FR0000121014	Management	Bect Antonio Belloni	For	Against	public company boards while being an executive of a public company or the nominee sits on more than five public company boards.
Lvmh Moet Hennessy Vulton SE	4/20/2023	FR0000121014	-	Bect Antonio Belloni	For	Against	public company boards while being an executive of a public company or the nominee sits on more than five public company hoards. Affiliate/hsider on compensation committee;
Lvmh Moet Hennessy Vulton SE Lvmh Moet Hennessy Vulton SE	4/20/2023	FR0000121014	Management	Bect Antonio Belloni	For	Against	public company boards w hile being an executive of a public company of the nominee sits on more than five public company hoards. Affiliate/insider on compensation committee; Affiliate/insider on
Lvmh Moet Hennessy Vulton SE Lvmh Moet Hennessy Vulton SE	4/20/2023	FR0000121014	Management	Bect Antonio Belloni	For	Against	public company boards while being an executive of a public company or the nominee sits on more than five public company hoserds. Affiliate/hasider on compensation committee; Affiliate/hasider on nominating/governance committee; but independent lead
Lvmh Most Hennessy Vutton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management	Bect Antonio Belon Bect Marie-Josée Waris Bect Marie-Lave Sally de Challon	For For For	Against For Against	public company boards while being an executive of a public company or the nominee also on more than five public company hoards. Affiliate/insider on compensation committee; Affiliate/hsider on nominating/governance
Liverh Model Hennessy Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management Management Management	Bect Antonio Belovi Bect Marie-Josée Kowis Bect Marie-Josée Kowis Bect Marie-Joure Study do Challon	For For For For For	Against For Against For For For	public company boards while being an executive of a public company or the nominee sits on more than filve public company hoards. Affiliate/insider on compensation committee; Affiliate/insider on nominaling/governance committee, No independent lead or cressistion director.
Lvmh Most Hennessy Vutton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management	Bect Antonio Belovi Bect Marie-Josée Kowis Bect Marie-Josée Kowis Bect Marie-Joure Study do Challon	For For For	Against For Against	public company boards while being an executive of a public company or the nominee sits on more than five public company or the nominee sits on more than five public company howers. Affiliately-sister on committee; Affiliately-sister on committee; Affiliately-sister on momentaling/governance committee; No independent lead on committee; No independent lead on committee; No independent lead on committee in the co
Liverh Model Hennessy Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management Management Management	Bect Antonio Belovi Bect Marie-Josée Kowis Bect Marie-Josée Kowis Bect Marie-Joure Study do Challon	For For For For For	Against For Against For For For	public company boards while being an executive of a public company or the nominee sits on more than five public company or the nominee sits on more than five public company howers. Affisial-histories on compensation committee, Affisial-histories on nominee, Affisial-histories on nominee, and the compensation committee, the Independent lead no nonesistion disective. Nontinee sits on more than two public company beautif with the public company beautif with the company for the public company of the company of the public company of the compan
Liven Most Hemosey Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management Management Management Management Management	Bect Antonio Baloni Bect Marie-Josée Rowis Bect Marie-Leave Salety de Chalon Bect Marie-Leave Salety de Chalon Bect Marie-Leave Mayon	For For For For For For	Against For Against For For Against	public company boards while being an executive of a public company or the normee als no more than three public company or the normee also more than three public company boards. Affatiate/hasker on compensation committee or compensation committee or compensation committee. No independent lead or committee, No independent lead or consistion company boards while being an executive of a public company or the normee also no more than three public company or the normee also no more than three public company or the normee also no more than three public company.
Liverh Model Hennessy Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management Management Management	Bect Antonio Belovi Bect Marie-Josée Kowis Bect Marie-Josée Kowis Bect Marie-Joure Study do Challon	For For For For For	Against For Against For For For	public company boards while being an executive of a public company of the nominee sits on more than five public company of the nominee sits on more than five public company however. Affiliately-sister on compensation committee, affiliately-sister on nominating governance committee to hardward properties and no resettlens released on resettlens released to recent them to be public company of the nominee sits on more than two public company of the nominee sits on more than two public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on more than five public company of the nominee sits on the no
Lumb Most Hemosopy Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management Management Management Management Management	Bect Antonio Bolovi Bect Marie-Josée Rowis Bect Marie-Laure Study do Chalon Bect Marie-Laure Study do Chalon Bect Marie-Laure Mayon Bect Lord Powel of Baywa ater as Censor	For	Against For Against For For Against Against	public company boards while being an executive of a public company or the nominee sits on the public company or the nominee sits on the public company. Affiliately-sister on compensation committee, committee, and compensation committee, and control committee, and control company boards while company or the nominee sits on more than two public company boards while being an exceptive of a public company or the nominee sits on more than two public company or the nominee sits on the public company or the nominee sits on the public company or the nominee sits on the public company boards while company or the nominee sits on the public company boards while the public company the nominee sits on the public company and the public com
Liven Most Hemosey Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management Management Management Management Management	Bect Antonio Bolovi Bect Marie-Josée Rowis Bect Marie-Laure Study do Chalon Bect Marie-Laure Study do Chalon Bect Marie-Laure Mayon Bect Lord Powel of Baywa ater as Censor	For For For For For For	Against For Against For For Against	public company bounds while being an executive of a public company howers. Affidiathisation committee, Affidiathisation committee, affidiathisation committee, affidiathisation committee, by a hondependent lead or nonestitue, by a hondependent lead or nonestitue, by a hondependent lead or nonestitue, and a hondependent lead of the nonestitue of t
Lumb Most Hemosopy Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management Management Management Management Management	Becd Antonio Belovi Becd Marine-Josée Rowis Bech Marine-Josée Rowis Bech Marine-Josée Rowis Bech Marine-Josée Rowis Bech Loard Rilyon Bech Lord Flow et of Baywa ater as Censor Bech Long Devel of Baywa ater as Censor	For	Against For Against For For Against Against	public company boards with longing or excelled and public company or the norman size on proceedings or excelled the public company or the norman size on proceedings or the norman size or the norman size of the norman size
Lumh Mod Hemossy Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management	Bect Antonio Baleori Bect Mario-Josele Rowis Bect Mario-Josele Rowis Bect Mario-Josele Rowis Bect Laurer Stay de Chalon Bect Laurer Mayon Bect Laurer Mayon Bect Laurer Mayon Bect Deep Dela Valle as Censor 2022 Remuneration Report	For	Against For Against For For Against Against Against	public company boards in his beginning mercender of a guide. Company boards in his beginning mercender of a guide. Company boards in his beginning to be the public company boards. Affaliability and company boards. Affaliability and company boards and public company boards in the beginning mercender all public company boards in the public company beginning the public company begin
Liven Model Hemosopy Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management Management Management Management Management Management Management Management Management	Becd Antonio Belovi Becd Marine-Josée Rowis Bech Marine-Josée Rowis Bech Marine-Josée Rowis Bech Marine-Josée Rowis Bech Loard Rilyon Bech Lord Flow et of Baywa ater as Censor Bech Long Devel of Baywa ater as Censor	For For For For For For For	Against For Against For Against Against Against	public company boards in his boding in anotable of a glabic boding in anotable of a glabic boding in anotable of a glabic boding in a scale his public company boding in the boding company and company and a glabic boding in
Lumh Most Hemosey Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014	Management	Bect Antonio Baloni Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Loarest Mayon	For	Against For Against For Against Against Against Against Against	public company boards in his beginning mescaled and apublic company boards in his beginning mescaled and apublic company boards. Affaliability and apublic company boards. Affaliability and apublic company boards. Affaliability and apublic company boards and apublic company boards in his beginning and apublic company boards in his beginning mescaled and public company boards in his beginning mescaled and public company boards in his beginning mescaled and public company boards in his beginning mescaled apublic company beginning mescaled apublic company beginning mescaled and apublic company beginning mescaled company beginning mescaled and apublic company beginning mescaled apublic company beginning mescaled and apublic company beginning mescaled and apublic company beginning mescaled apublic c
Lumh Mod Hemossy Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014 FR0000121014	Management	Bect Antonio Baleori Bect Mario-Josele Rowis Bect Mario-Josele Rowis Bect Mario-Josele Rowis Bect Laurer Stay de Chalon Bect Laurer Mayon Bect Laurer Mayon Bect Laurer Mayon Bect Deep Dela Valle as Censor 2022 Remuneration Report	For For For For For For For	Against For Against For For Against Against Against	public company boards in his boding an excellent of a guidate company boards. In the boding an excellent of a guidate company boards in the public company boards. Affaliathrisation on compression committee, Affaliathrisation on compensation committee, Affaliathrisation on the company and a guidate of the company boards in the boding are excellent of software. Nemente site of more than the public company boards in which being an excellent of software and a guidate company boards or software than the public company boards or software than the software
Lumh Most Hemosey Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014 PRO000121014	Management	Bect Antonio Baloni Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Loarest Mayon Dect Loarest Mayon Dect Loarest Mayon	For	Against For Against For Against Against Against Against Against	public company boacts in his bodies on excellent of a glabic town gain executive of a glabic town gain executive of a glabic more than the public company boacts. Affatianhands on company about the public company of the norther as six on the public company of the norther as six on the public company of the norther as six on the public company of the norther as six on the public company of the norther as six on the public company of the norther as six on the public company of the norther as six of the public company of the norther as six of the public company of the norther as six of the public company of the norther as six of the public company of the norther as six of the public company of the norther as six of the public company to the
Lumh Mod Hemosey Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRODODIZIO14	Management	Bect More - Below Bect Marie- Josée Powis Bect Marie- Josée Powis Bect Marie- Josée Powis Bect Loor Powel of Bayes alar as Consor Bect Loor Powel of Bayes alar as Consor Bect Loor Bould Valle as Consor 2022 Remoneration Report 2022 Remoneration Report 2022 Remoneration of Bernard Arnaul, Chair and CID 2022 Remoneration Policy (Board of Deschors)	For	Against For Against For For Against Against Against Against For For Against Against For For For Against For	public company boards in his boding an excellent of a guidat company boards in his boding an excellent of a guidat company boards. Affatalharithe the public company boards. Affatalharithe or component on committee, affatalharithe or in company and a guidate or in the public company boards in his being an excellent of public company boards in his being an excellent of public company boards in his being an excellent of public company boards in his being an excellent of public company boards in his being an excellent of public company boards in his being an excellent of public company boards in his being an excellent of public company boards in his being an excellent of public company boards in his being an excellent of public company boards in his being an excellent of public company being a public company being a guidate of public company bein
Lumh Moot Fernossy Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRESSON 21014 PRESSON 21014	Management	Bect Antonio Beloni Bect Marie-Josée Navis Bect Marie-Josée Navis Bect Marie-Josée Navis Bect Marie-Josée Navis Bect Land Pow et of Bayow after as Censor Bect Land Pow et of Bayow after as Censor Bect Clargo Della Valle as Censor 2022 Remuneration Report 2022 Remuneration of Bernard Annaul, Chair and CID 2022 Remuneration of Antonio Beloni, Deputy CED	Figure Fi	Against For Against For Against Against Against Against Against	public company boacts in his bodies on excellent all public company boacts in his bodies on excellent all public company boacts. Affiliation has been been been been been been been bee
Livinh Model Hermosesy Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRODODIZIO14	Management	Bect More - Below Bect Marie- Josée Powis Bect Marie- Josée Powis Bect Marie- Josée Powis Bect Loor Powel of Bayes alar as Consor Bect Loor Powel of Bayes alar as Consor Bect Loor Bould Valle as Consor 2022 Remoneration Report 2022 Remoneration Report 2022 Remoneration of Bernard Arnaul, Chair and CID 2022 Remoneration Policy (Board of Deschors)	For	Against For Against For For Against Against Against Against For For Against Against For For For Against For	public company boards while the other processing or executive of a public company boards and the other public company boards. Affatalment bear the public company boards. Affatalments on compensation committee; Affatalments on compensation committee; Affatalments on the company of the company boards white company boards or consistent description. Notinees also on more than the public company boards white company boards or the company of the nomines also on more than the public company boards or the company of the nomines also on more than the public company boards or the company of the nomines also on the company of the nomines also of the nomines also on the company of the nomines also on the nomines also of the nomines also of the nomines also on the nomines also of the nomines also on the nomines also of the nomines also on the nomines also on the nomines also of the nomines also on the nomine
Liven Most Hemosey Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRODODIZIO14	Management	Bect More - Below Bect Marie- Josée Powis Bect Marie- Josée Powis Bect Marie- Josée Powis Bect Loor Powel of Bayes alar as Consor Bect Loor Powel of Bayes alar as Consor Bect Loor Bould Valle as Consor 2022 Remoneration Report 2022 Remoneration Report 2022 Remoneration of Bernard Arnaul, Chair and CID 2022 Remoneration Policy (Board of Deschors)	For	Against For Against For For Against Against Against Against For For Against Against For For For Against For	public company boards while of a public company boards. A public gar executive of a public company boards and the public company boards. Affaliahrabete on component of the public company boards. Affaliahrabete on component of the public company boards while being an executive of the public company boards while being an executive of public company boards while being an executive of public company boards while being an executive of a public company boards while being an executive of a public company boards while being an executive of a public company boards while being an executive of a public company boards while being an executive of a public company boards while being an executive of a public company boards while being an executive of a public company being a public company being a public company being a public company boards while the public company being a
Livinh Model Hermosesy Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRODODIZIO14	Management	Bect Antonio Bildori Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Loarnet Migron Bect Dispose and Best as Censor Bect Dispose Valle as Censor 2022 Remuneration of Bernard Annaut, Onlar and OED 2022 Remuneration Paley (Board of Dispose) 2023 Remuneration Paley (Board of Dispose)	For	Against For Against For For Against Against Against Against For For Against Against For For For Against For	public company boards while when you may be made to make you was a company boards. A make you want you
Lumh Moot Hemosey Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRODOD121014	Management	Bect Antonio Bildori Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Loarnet Migron Bect Dispose and Best as Censor Bect Dispose Valle as Censor 2022 Remuneration of Bernard Annaut, Onlar and OED 2022 Remuneration Paley (Board of Dispose) 2023 Remuneration Paley (Board of Dispose)	For	Against For Against For Ror Against Against Against Against For Against For Against For Against For Against For Against	public company boards while order of a public company boards while order of a public company sounds while the public company boards. All fills while the public company boards while company and the public company and the public company and the public company and the public company boards while company boards while public company bear the notified and public company bear the notified and public company to the notified desert. Public company to the notified desert of the notified and public company to the notified desert. Submitted desert of the notified and the no
Lum Most Hemossy Vultion SE	42020223 4202023 4202023 4202023 4202023 4202023 4202023 4202023 4202023 4202023 4202023 4202023 4202023	######################################	Management	Bect Antono Belon Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Lord Powel of Bayou alor as Censor Bect Lord Powel of Bayou alor as Censor Bect Deep Deb Valle as Censor 2022 Remuneration Report 2022 Remuneration of Bernard Annousi, Chair and CED 2023 Remuneration of Antono Beloni, Depoly CED 2023 Remuneration Policy (Day and CED) 2023 Remuneration Policy (Chair and CED)	FOR	Against For For For For Against	public company boards while when you may be made to make you was a company boards. A make you want you
Liven Most Hemosey Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRODOD121014	Management	Bect Antonio Beloni Biot Marin-Jusée Navis Biot Marin-Jusée Navis Biot Marin-Jusée Navis Biot Marin-Jusée Navis Biot Lairreit Migrain For	Against For Against For Ror Against Against Against Against For Against For Against For Against For Against For Against	public company boards while the other generation of a public company boards. A public generation of a public company boards and the public company boards. Affauthratise on components of the public company boards. Affauthratise on company and a public company boards on a consideration discholar company boards on the public company boards on the public company boards while company boards on the public company boards while company boards on the public company beauthrated as the public company beauthrated and public company beauthrated and public company to the nomines also on the public company of the nomines also on the public company of the nomines also on the public company to the nomines also on the nomines also of the nomines also on the nomines also	
Lum Most Hemosey Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRESSON 1914	Management	Beet Antensi Belevi Beet Marie-Jude Ravis Beet Marie-Jude Ravis Beet Marie-Jude Ravis Beet Marie-Jude Ravis Beet Land Pow et al Buyes after as Censor Beet Land Pow et al Buyes after as Censor Beet Land Pow et al Buyes after as Censor Beet Clargo Data Valle as Censor 2022 Remuneration Report 2022 Remuneration of Berard Annaul, Chair and CED 2023 Remuneration Policy (Board of Decisions) 2023 Remuneration Policy (Board of Decisions) 2023 Remuneration Policy (Chair and CED)	First	Against For Against For For For Against Against Against Against Against Against Against For Against For	public company boards while the other generation of a public company boards. A public generation of a public company boards and the public company boards. Affauthratise on components of the public company boards. Affauthratise on company and a public company boards on a consideration discholar company boards on the public company boards on the public company boards while company boards on the public company boards while company boards on the public company beauthrated as the public company beauthrated and public company beauthrated and public company to the nomines also on the public company of the nomines also on the public company of the nomines also on the public company to the nomines also on the nomines also of the nomines also on the nomines also
Levin Most Hemosey Vultion SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRESCO121014	Management	Bect Antone Below Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Loar Ether Mayon Bect Loar Devel of Bayon after as Consor Bect Loar Devel of Bayon after as Consor Bect Loar Debut Valle as Consor Bect Clay Dela Valle as Consor 2022 Remuneration Play Bernard Annual, Olar and CED 2022 Remuneration of Bernard Annual, Olar and CED 2023 Remuneration Paley (Board of Directors) 2024 Remuneration Paley (Board of Directors) 2025 Remuneration Paley (Board of Directors) 2026 Remuneration Paley (Board of Directors) 2027 Remuneration Paley (Board of Directors) 2028 Remuneration Paley (Board of Directors) 2029 Remuneration Paley (Board of Directors) 2021 Remuneration Paley (Board of Directors) 2023 Remuneration Paley (Board of Directors) 2024 Remuneration Paley (Board of Directors)	For	Against For Against For Against Against Against Against Against Against Against For Against For	public company boards while the other an exaceler of a public company boards while the other and a public company boards. Affatabhards on compensation committee, and a public company boards. Affatabhards on committee, and a public company boards on a consistent of a public company boards on the company of the company boards on the company of the nomines also on more than the public company boards while company boards on the company of the nomines also on more than the public company boards on the company of the nomines also on more than the public company beardfactory and the company of the nomines also on more than the public company beardfactory and the company of the nomines also on the public company beardfactory and the company of the nomines also on the public company of the nomines also on the public company beardfactory and the company of the nomines also on the company of the nomines also of the nomines also on the company of the nomines also on the company of the nomines also of the nomines also on
Lumh Mod Hemossy Vulton SE Lu	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRESCO121014	Management	Bect Antonio Beloni Bect Marie-Josée Roards Bect Marie-Josée Roards Bect Marie-Josée Roards Bect Marie-Josée Roards Bect Learnet Migron Bect Learnet Migron Bect Learnet Migron Bect Learnet Migron Bect Clargo Della Valle as Censor Bect Clargo Della Valle as Censor Dect Clargo Della Valle as Censor Dest Clargo Della Valle as Censor Della Valle as Censor Della Valle as Censor Della Valle as Censor Della Valle Clargo Della Valle Copiella Valle Authority is Perspection Peloy (Deputy CEIC) Authority is Nessor Burner and Relacio Capiell Authority is Censor Berner and Relacio Capiell Authority is base Burner and Censorias Better in Perspective Rights Authority is base Burner and Censorias Better in Perspective Rights	First	Against For Against For For For Against Against Against Against Against For	public company boards in his being an exacutive of a glabic town gain except of a glabic town gain except of a glabic town gain except of a glabic town gain and the public company for committee, town gain except of a glabic company of the gain except of the ga
Lumh Mod Hemosey Vulton SE	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRESCO121014	Management	Bect Antonio Beloni Bect Marie-Josée Roards Bect Marie-Josée Roards Bect Marie-Josée Roards Bect Marie-Josée Roards Bect Learnet Migron Bect Learnet Migron Bect Learnet Migron Bect Learnet Migron Bect Clargo Della Valle as Censor Bect Clargo Della Valle as Censor Dect Clargo Della Valle as Censor Dest Clargo Della Valle as Censor Della Valle as Censor Della Valle as Censor Della Valle as Censor Della Valle Clargo Della Valle Copiella Valle Authority is Perspection Peloy (Deputy CEIC) Authority is Nessor Burner and Relacio Capiell Authority is Censor Berner and Relacio Capiell Authority is base Burner and Censorias Better in Perspective Rights Authority is base Burner and Censorias Better in Perspective Rights	For	Against For Against For Against Against Against Against Against Against Against For Against For	public company boards while the other an exaceler of a public company boards while the other and a public company boards. Affatabhards on compensation committee, and a public company boards. Affatabhards on committee, and a public company boards on a consistent of a public company boards on the company of the company boards on the company of the nomines also on more than the public company boards while company boards on the company of the nomines also on more than the public company boards on the company of the nomines also on more than the public company beardfactory and the company of the nomines also on more than the public company beardfactory and the company of the nomines also on the public company beardfactory and the company of the nomines also on the public company of the nomines also on the public company beardfactory and the company of the nomines also on the company of the nomines also of the nomines also on the company of the nomines also on the company of the nomines also of the nomines also on
Lumh Mod Hemossy Vulton SE Lu	4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	PRESCO121014	Management	Bect Antonio Beloni Bect Marie-Jude Ravis Bect Marie-Jude Ravis Bect Marie-Jude Ravis Bect Marie-Jude Ravis Bect Lauret Major Bect Lauret Lauret Lauret Lauret Bect Lauret Lauret Lauret Bect Lauret Lauret Lauret Bect Lauret Lauret Lauret Bect Lauret Lauret Lauret Lauret Lauret Bect Lauret Lauret Lauret Lauret Lauret Lauret Bect Lauret	First	Against For Against For For For Against Against Against Against Against For	public company boards in his boding an exacular of a guidat company boards in his boding an exacular of a guidat company boards. All fall public company boards in his public company boards. All fall public company boards. All fall public company boards and a guidate of a consideration discholar. Nemones also on more than two public company boards with a company of the company boards with a company of the nomines also on more than the public company boards with a company of the nomines also on more than the public company boards with a company to the nomines also on more than the public company beardfored response to business of the company of the compan
Lumh Mod Hemosey Yuthon SE Lumh Mod Hemosey Mod Mem Mod M	4/20/2023 4/20/2023	PRESCO121014	Management	Bect Antono Belon Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Marie-Josée Rowis Bect Lord Powel of Bayou after as Censor Bect Lord Powel of Bayou after as Censor Bect Lord Powel of Bayou after as Censor Bect Clory Deal Valle as Censor JOZZ Remuneration Report JOZZ	For	Against For Against For For For Against Against Against Against Against For	public company boards with being an exceled or a public company boards. When being an exceled or a public company boards with the public company boards. Affaulthander on company boards with a public company and a public company of the notified as the notified and a public company of the notified as the notified and a public company of the notified as the notified and a public company of the notified as the notified and a public company of the notified as the notified and a public company of the notified as the notified response to hasherbolder dissert. Beginner of the notified and a public company of the notifi

Lvmh Moet Hennessy Vultton SE	4/20/2023	FR0000121014	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Against	Potential dilution exceeds
Lvmh Moet Hennessy Vuitton SE	4/20/2023	FR0000121014	Management	Authority to Grant Stock Options	For	Against	recommended threshold Poor overall compensation
Lvmh Moet Hennessy Vuitton SE	4/20/2023	FR0000121014	Management	Employee Stock Purchase Plan	For	For	disclosure
Lvmh Moet Hennessy Vuitton SE ASML Holding NV	4/20/2023 4/26/2023	FR0000121014 NL0010273215	Management Management	Global Celling on Capital Increases and Debt Issuances Remuneration Report	For For	For	
ASML Holding NV	4/26/2023	NL0010273215	Management	Accounts and Reports	For	For	
ASML Holding NV ASML Holding NV	4/26/2023	NL0010273215 NL0010273215	Management Management	Allocation of Dividends Ratification of Management Board Acts	For For	For For	
ASML Holding NV	4/26/2023	NL0010273215	Management	Ratification of Supervisory Board Acts	For	For	
ASML Holding NV ASML Holding NV	4/26/2023	NL0010273215 NL0010273215	Management Management	Long-Term Incentive Plan; Authority to Issue Shares Supervisory Board Remuneration Policy	For For	For	
ASML Holding NV	4/26/2023	NL0010273215	Management	Supervisory Board Fees	For	For	
ASML Holding NV	4/26/2023	NL0010273215	Management	Elect Nils Andersen to the Supervisory Board	For	Against	Company is a UNGC participant or signatory OR the Human
							Rights Policy does not align with
ASML Holding NV	4/26/2023	NL0010273215	Management	Elect Jack P. de Kreij to the Supervisory Board	For	For	UNUHA
ASML Holding NV ASML Holding NV	4/26/2023 4/26/2023	NL0010273215 NL0010273215	Management Management	Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights	For For	For	
ASML Holding NV	4/26/2023	NL0010273215	Management	Authority to Suppress Preemptive Rights	For	For	
ASML Holding NV ASML Holding NV	4/26/2023	NL0010273215 NL0010273215	Management Management	Authority to Repurchase Shares Cancellation of Shares	For For	For	
Hong Kong Exchanges and Clearing Ltd.	4/26/2023	HK0388045442	Management	Accounts and Reports	For	For	
Hong Kong Exchanges and Clearing Ltd. Hong Kong Exchanges and Clearing Ltd.	4/26/2023 4/26/2023	HK0388045442 HK0388045442	Management Management	Elect CHEAH Cheng Hye Elect Hugo LEUNG Pak Hon	For For	For For	
Hong Kong Exchanges and Clearing Ltd. Hong Kong Exchanges and Clearing Ltd.	4/26/2023	HK0388045442 HK0388045442	Management Management	Appointment of Auditor and Authority to Set Fees	For	For	
Hong Kong Exchanges and Clearing Ltd. Hong Kong Exchanges and Clearing Ltd.	4/26/2023 4/26/2023	HK0388045442 HK0388045442	Management	Authority to Repurchase Shares Authority to Issue Shares w/o Preemptive Rights	For For	For For	
Assa Ablov AB	4/26/2023	SE0007100581	Management Management	Authority to issue Shares will Preemptive rights Election of Presiding Chair	For	For	
Assa Abloy AB	4/26/2023	SE0007100581	Management	Agenda	For	For	
Assa Abloy AB Assa Abloy AB	4/26/2023	SE0007100581 SE0007100581	Management Management	Minutes Compliance with the Rules of Convocation	For For	For For	
Assa Abloy AB	4/26/2023	SE0007100581	Management	Accounts and Reports	For	For	
Assa Abloy AB Assa Abloy AB	4/26/2023 4/26/2023	SE0007100581 SE0007100581	Management Management	Allocation of Profits/Dividends Ratification of Board and CEO Acts	For For	For	
Assa Abloy AB Assa Abloy AB	4/26/2023	SE0007100581 SE0007100581	Management	Ratincation of Board and CEU Ads Board Size	For	For	
Assa Ablov AB	4/26/2023 4/26/2023	SE0007100581	Management	Directors' Fees	For	For	
Assa Abloy AB Assa Abloy AB	4/26/2023	SE0007100581 SE0007100581	Management Management	Authority to Set Auditor's Fees Election of Directors	For For	For	
Assa Abloy AB	4/26/2023	SE0007100581	Management	Appointment of Auditor	For	For	
Assa Abloy AB Assa Abloy AB	4/26/2023	SE0007100581 SE0007100581	Management Management	Approval of Nomination Committee Guidelines Remuneration Report	For For	For Against	No tie between compensation
Assa Abloy AB	4/26/2023	SE0007100581	Management	Authority to Repurchase and Reissue Shares	For	For	and sustainability.
Assa Abloy AB	4/26/2023	SE0007100581	Management	Adoption of Share-Based Incentives (LTI 2023)	For	For	
Bunzi pic	4/26/2023	GB00B0744B38	Management	Accounts and Reports	For	For	
Bunzi pio Bunzi pio	4/26/2023 4/26/2023	GB00B0744B38 GB00B0744B38	Management Management	Final Dividend Elect Peter Ventress	For For	For Against	Company is a UNGC participant
							or signatory OR the Human Rights Policy does not align with
Donal etc.	4000000	ODOODOT44D30	Management	Flori Freely on Tentro	F	F	UNDHR
Bunzi pic Bunzi pic	4/26/2023 4/26/2023	GB00B0744B38 GB00B0744B38	Management Management	Elect Frank van Zanten Elect Richard Howes	For	For For	
Bunzi pic	4/26/2023	GB00B0744B38	Management	Elect Vanda Murray	For	For	
Bunzi pic Bunzi pic	4/26/2023 4/26/2023	GB00B0744B38 GB00B0744B38	Management Management	Elect Lloyd Pitchford Elect Stephan R. Nanninga	For For	For For	
Bunzi pic	4/26/2023	GB00B0744B38	Management	Elect Vin Murria	For	For	
Bunzi pio Bunzi pio	4/26/2023	GB00B0744B38 GB00B0744B38	Management Management	Elect Pamela J. Kirby Elect Jacky Simmonds	For For	For For	
Bunzi pic	4/26/2023	GB00B0744B38	Management	Appointment of Auditor	For	For	
Bunzi pic Bunzi pic	4/26/2023 4/26/2023	GB00B0744B38 GB00B0744B38	Management Management	Authority to Set Auditor's Fees Remuneration Report	For For	For For	
Bunzi pic	4/26/2023	GB00B0744B38	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Bunzi pic	4/26/2023	GB00B0744B38	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Bunzi pio	4/26/2023	GB00B0744B38	Management) For	For	
Bunzi pio Bunzi pio	4/26/2023 4/26/2023	GB00B0744B38 GB00B0744B38	Management Management	Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days	For For	For For	
Croda International pic	4/26/2023	GB00BJFFLV09	Management	Accounts and Reports	For	For	
Croda International pic	4/26/2023	GB00BJFFLV09	Management	Remuneration Policy	For	For	
Croda International pic Croda International pic	4/26/2023 4/26/2023	GB00BJFFLV09 GB00BJFFLV09	Management Management	Remuneration Report Final Dividend	For For	For For	
Croda International pic	4/26/2023	GB00BJFFLV09	Management	Elect Louisa Burdett	For	For	
Croda International plc Croda International plc	4/26/2023	GB00BJFFLV09 GB00BJFFLV09	Management	Elect Roberto Cirillo Elect Jacqui Ferguson	For For	For	
Croda International pic Croda International pic	4/26/2023	GB00BJFFLV09	Management Management	Elect Steve E. Foots	For	For	
Croda International plc	4/26/2023	GB00BJFFLV09	Management	Elect Anita M. Frew	For	For	
Croda International pic Croda International pic	4/26/2023 4/26/2023	GB00BJFFLV09 GB00BJFFLV09	Management Management	Elect Julie Kim Elect Keith Layden	For For	For	
Croda International pic	4/26/2023	GB00BJFFLV09	Management	Elect Nawal Ouzren	For	For	
Croda International pic Croda International pic	4/26/2023	GB00BJFFLV09 GB00BJFFLV09	Management Management	Elect John Ramsay Appointment of Auditor	For For	For For	
Croda International plo	4/26/2023	GB00BJFFLV09	Management	Authority to Set Auditor's Fees	For	For	
Croda International pic	4/26/2023	GB00BJFFLV09	Management	Authorisation of Political Donations	For	For	
Croda International pic Croda International pic	4/26/2023 4/26/2023	GB00BJFFLV09 GB00BJFFLV09	Management Management	Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	For For	For	
Croda International pic	4/26/2023	GB00BJFFLV09	Management) For	For	
Croda International pic	4/26/2023	GB00BJFFLV09	Management	Authority to Repurchase Shares	For	For	
Croda International pic	4/26/2023	GB00BJFFLV09 GB00BJFFLV09	Management Management	Authority to Set General Meeting Notice Period at 14 Days Sharesave Plan	For For	For	
Croda International pic Croda International pic	4/26/2023	GB00BJFFLV09	Management Management	Increase in NED Fee Cap	For	For	
Coca-Cola Co	4/25/2023	ARDEUT110111 ARDEUT110111	Management	Elect Herbert A. Allen, III	For	For	
Coca-Cola Co Coca-Cola Co	4/25/2023 4/25/2023	ARDEUT110111 ARDEUT110111	Management Management	Elect Marc Bolland Elect Ana Patricia Botin-Sanz de Sautuola y O'Shea	For For	For For	
Coca-Cola Co	4/25/2023	ARDEUT110111	Management	Elect Christopher C. Davis	For	For	
Coca-Cola Co Coca-Cola Co	4/25/2023 4/25/2023	ARDEUT110111 ARDEUT110111	Management Management	Elect Christopher C. Davis Elect Barry Diller	For For	For Against	Nominee sits on more than two public company boards while
			Management Management	Elect Christopher C. Davis Elect Barry Diller			public company boards while being an executive of a public
Coca-Cola Co	4/25/2023	ARDEUT110111	Management Management	Elect Barry Diller			public company boards while being an executive of a public
Coca-Cola Co	4/25/2023 4/25/2023	ARDEUT110111	Management Management	Elect Barry Diller Elect Carolyn N. Everson	For	Against	public company boards while being an executive of a public company or the nominee sits on
Coca-Cola Co	4/25/2023	ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111	Management Management Management	Elect Barry Diller	For	Against	public company boards while being an executive of a public company or the nominee sits on
Coca-Cola Co Coca-Cola Co Coca-Cola Co Coca-Cola Co Coca-Cola Co Coca-Cola Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111	Management Management Management Management Management Management	Bect Barry Ditler Bect Carelyn N. Everson Bect Helme D. Golge Elect Alexis M. Herman Bect Maria Elema Lagomanio	For For For For For	Against For For For For	public company boards while being an executive of a public company or the nominee sits on
Coca-Cola Co Coca-Cola Co Coca-Cola Co Coca-Cola Co Coca-Cola Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111	Management Management Management Management Management Management	Elect Barry Dilter Elect Carolyn N. Everson Elect Helene D. Cayle Elect Alavis M. Herman	For For For For	Against For For For	public company boards while being an executive of a public company or the nominee sits on
Coca-Cola Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111	Management Management Management Management Management Management Management Management Management	Exet Carely N Everson Exet Nation D. Cayle Exet Nation D. Cayle Exet Arison M. Ferman Exet Arison M. Ferman Exet Arisy Minima Exet Arisy Minima Exet Arisy Minima Exet Arisy Minima Exet Carely S. Tay	For	Against For For For For For For For Fo	public company boards while being an executive of a public company or the nominee sits on
Cosa Cola Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111 ARDEUT110111	Management Management Management Management Management Management Management Management Management Management	Bact Barry Differ Bact Clardyn N. Eventon Bact Helme D. Gayle Bact Alexan N. Ferman Bact Alexan September Back Alexan M. Ferman Back Clarden M. Ferman	For	Against For	public company boards while being an executive of a public company or the nominee sits on
Cosa Cola Co Cosa Cola Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111	Management Management Management Management Management Management Management Management Management Management Management Management Management Management	Exct Carely N. Evenous Exct Intern D. Gayle Exct Asian D. Gayle Exct Asian Exc Legenative Exct Asian Exct Legenative Exct Asian Exce Legenative Exct Asian State Legenative Exct Asian State Legenative Exct Carels N. Evenous Exct Carels N. Evenous Anticopy Exct Carels N. Evenous Anticopy Vision Carels N. Evenous Anticopy Vision Excellent Compensation Frequency of Advisory Vision Executive Compensation	For	Against For For For For For For For Fo	public company boards while being an executive of a public company or the nominee sits on more than five public company hoards.
Cosa Cola Co Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111	Management	Bect Cardy N. Evenon Bect Heiner D. Gayle Bect Heiner D. Gayle Bect Alexa M. Herman Bect Han Bect Lagensatio Bect Alexa M. Herman Bect Alexa Garden Bect Alexa Garden Bect Alexa Garden Bect Carden's Alexa Bect	For	Against For	public company boards while being an executive of a public company or the nominee sits on
Cosa Cola Co Cosa Cola Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111	Management Management Management Management Management Management Management Management Management Management Management Management Management Management	Bect Carely N. Everson Exct Carely N. Everson Exct Heiner D. Cayle Exct Alexen M. Ferman Exct Carelon A. Tary Excellent Conference M. Carelon M.	For	Against For	public company boards while being an executive of a public company or the nominee sits on more than five public company hoards.
Cosa Cela Co Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111	Management	Exet Early Diler Exet Carely IN Everson Exet Heines D. Cayle Exet Aries M. Herman Exet Carely A. Tayl	For	Against For	public company boards while being an executive of a public company or the nominee sits on more than five public company hoards.
Costa Cala Co Costa Cola Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT10011	Management Management Management Management Management Management Management Management Management Management Management Management Management Management Sanagement	Bect Cardy N. Everson Bect Cardy N. Everson Bect Heiner D. Cayle Bect Alexen M. Ferman Bect Alexen M. Ferman Bect Alexen M. Ferman Bect Man Evers Lagonastro Bect Alexen Man Everson Bect Carden J. Tary Exect Carden J. Tary Exect Carden J. Tary Exect Carden J. Tary Bect Carden J. Tary Bect Carden J. Tary See Clarken J. Tary Bect Carden J. Tary Bect C	For	Against For	public company boards while being an executive of a public company or the nonlinea sits on more than five public company heads. Excessive Auditor Tenure.
Cosa Cela Co Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT10011	Management Manage	Exet Carely N. Everson Exet Carely N. Everson Exet Menn D. Cayle Exet Alexa M. Ferman Exet Menn D. Cayle Exet Alexa M. Ferman Exet Army Milmar Exet Army Milmar Exet Army Milmar Exet Army Milmar Exet Carely S. Tayle Exet	For	Against For For For For For For For For For Against Against Against	public company boards while being an executive of a public company or the nominee sits on more than five public company hoards.
Costa Cala Co Costa Cola Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT10011	Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Sanari-bioter Sharari-bioter Sharari-bioter Sharari-bioter Sharari-bioter	Bact Carry N Evenon Bact Carry N Evenon Bact Heiner D. Cayle Bact Alexan M Herman Bact Heiner S. Cayle Bact Alexan M Herman Bact Alexan M Herman Bact Alexan M Herman Bact Alexan M Herman Bact Carrier S. Tay	For	Against For	public company boards while being an escubir of a public company or the nomineer sits on home of the public company or the nomineer sits on home of the public company homes and the public company.
Cose Cela Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111	Management Sharaf-loider Sharaf-loider Sharaf-loider Sharaf-loider Management Management Management Management Management	Elect Carely IN Evensors Elect Carely IN Evensors Elect Heiner D. Goyle Elect Alexe M. Herman Elect Hard Elect Legensation Elect Anny Millere Elect Careline I. To y El	For	Against For	public company boads without an apalic company boads with or an apalic company common than the public company house. Exclusive Auditor Tenure. Exclusive Auditor Tenure. Shareholder proposal is architected.
Cosa Cela Co Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111 ITODO4965148	Management Sharaf-kilder Sharaf-kilder Sharaf-kilder Sharaf-kilder Sharaf-kilder Sharaf-kilder Sharaf-kilder Sharaf-kilder	Exet Carely IN Everson Exet Carely IN Everson Exet Renea D. Cayle Exet Alexa M. Harman Exet Renea D. Cayle Exet Alexa M. Harman Exet Alexa M. Harman Exet Alexa M. Harman Exet Alexa M. Harman Exet Carely A. Harman Exet C	For	Against For For For For For For For For For Fo	public company boards while being an escubir of a public company or the nomineer sits on home of the public company or the nomineer sits on home of the public company homes and the public company.
Cose Cela Co	4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023 4/25/2023	ARDEUT110111	Management Sharaf-loider Sharaf-loider Sharaf-loider Sharaf-loider Management Management Management Management Management	Elect Carely IN Evensors Elect Carely IN Evensors Elect Heiner D. Goyle Elect Alexe M. Herman Elect Hard Elect Legensation Elect Anny Millere Elect Careline I. To y El	For	Against For	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cose Cela Co Cose	4/25/2023 4/25/2023	ARCEUT10011 ARCEU	Management	Exet Carely IN Evenor Exet Twiner D. Cayle Exet Marin Exert signate Exet Marin Exert signature Exet Arely Milmore Exet Carely A. Tary	For	Against For	public company boads wither of a public company or the some and a public company or the some and
Cosa Cela Co Marceler SPA Marceler SPA	4/25/2023 4/25/2023	ARGEUT10111	Management	Exet Carry N. Everson Exet Carry N. Everson Exet Heines D. Cayle Exet Arison M. Ferman Exet Heines D. Cayle Exet Arison M. Herman Exet Arisy Minima Exet Arisy Minima Exet Arisy Minima Exet Arisy Minima Exet Carrier J. Tay Exet	For	Against For	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cosa Cela Co Co	4/25/2023 4/25/2023	ARGEUT10111 ARGEU	Management	Elect Carely IN Evenson Elect Leisen D. Cayle Elect Alexin Cultury Elect Leisen Cultury Elect Carelin S. Tay Elect Carelin	For	Against For	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cosa Cela Co Co	4/25/2023 4/25/2023	ARGEUT10111 ARGEU	Management	Exet Carely IN Everson Exet Carely IN Everson Exet Ment A Cayle Exet Alexa A Livenian Exet Alexa A Livenian Exet Alexa A Livenian Exet Alexa A Livenian Exet Arely Milline Exet Carely A Livenian Exet Carely Exet Care	For	Against For	public company boards white or a public company boards white or a public company or the nomines alto on nomines
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Cosa Cola Co Co	4/26/2023 4/26/2023	ARGEUT10111 ARGEU	Management	Bect Carry N. Evenon Bect Leibrer D. Cayle Bect Leibrer D. Cayle Bect Alex M. Herman Bect Heiner D. Cayle Bect Alex M. Herman Bect And M. Herman Bect Leibrer D. Cayle Bect Alex M. Herman Bect Cardenia S. Tay Bear Cardenia S. Tay Lind Peerson Report Bear Search S. Tay Bear Searc	For For For For For For For For	Against For	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cosa Cela Co Co	4/25/2023 4/16/2023 4/16/2023 4/16/2023 4/16/2023 4/16/2023	ARGEUT10111 ARGEU	Management	Exet Carely IN Everson Exet Carely IN Everson Exet Manual A Member Exet Arise Miller Exet Carely A Tay	For	Against For	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cose Cola Co Co	425/2023 425/2023	ARGEUT 10111 TROOMSS 16 Management	Elect Carely In Evenson Elect Heinre D. Cayle Elect Area M. Heman Elect Heinre D. Cayle Elect Area M. Heman Elect Area Curren Elect Area Curren Elect Area Curren Elect Area Curren Elect Carela T. Tay Elect Car	For	Against For For For For For For For For For Fo	public company boards white or a public company boards white or a public company or the nomines alto on nomines	
Cosa Cela Co Cosa	4/15/2023 4/15/2023	ARREUT10111 ARREUT100111 ARREUT100111 TITOXOMSS148 TITOXO	Management	Exet Carely IN Everson Exet Carely IN Everson Exet Mean J. Cayle Clear Alex M. Horman Exet Mean J. Cayle Clear Alex M. Horman Exet Arely Milline Exet Arely Milline Exet Arely Milline Exet Carely A. Tay Exet Carely Ex	For	Against For	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cosa Cela Co Cosa	4/25/2023 4/25/2023	ARGEUT10111 ARGEU	Management	Elect Carely IN Everson Elect Fairer D. Cayle Floor Alex D. Cayle Floor Alex D. Cayle Floor Alex D. Cayle Floor Alex D. Cayle Elect Carely A. Tayle Electronic A. Fallow Electronic A. Tayle El	For	Against For For For For For For For Fo	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cosa Cola Co Co	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Elect Carelyn N. Evenom Elect Telectron Cayle Elect Carelyn N. Evenom Elect Intern C. Cayle Elect Arely Milmer Elect Arely Milmer Elect Arely Milmer Elect Arely Milmer Elect Carelyn - Tary Electron	For For For For For For For For	Against For	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cosa Cela Co Co	47592023 47772023 47772023 47772023 47772023 47772023 47772023 47772023	ADDEUT10111 ARDEUT10111 ARDEU	Management	Exet Carely IN Evenon Exet Reines D. Goyle Exet Arises A. Hamise Exet Reines D. Goyle Exet Arises A. Hamise Exet Arises A. Hamise Exet Arises A. Hamise Exet Arises A. Hamise Exet Careles A. Tay Exet Careles A.	For	Against For For For For For For For Fo	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cose Cola Co Cose	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Elect Carely In Evenson Elect Heinre D. Cayle Elect Alexin Carely Elect Alexin Carely Elect Alexin Carely Elect Carelin A. Tay Electron Electron Electron Electron Electro	For	Against For For For For For For For For For Fo	public company boards white or a public company boards white or a public company or the nomines alto on nomines
Cook Cols Co Cook	4/25/2023 4/25/2023	ARGEUT10111 ARGEU	Management	Elect Carely IN Evenson Elect Leisen D. Cayle Elect Alexis M. Herman Elect Alexis M. Herman Elect Alexis M. Herman Elect Alexis M. Herman Elect Alexis M. Leisen Elect Alexis M. Leisen Elect Carelin S. Tay Electron Separation Ele	For	Against For	public company boards writer of a public company boards writer of a public company company of the public company house. Excessive Auditor Tenure. Excessive Auditor Tenure. Excessive Auditor Tenure. Equity awards to major shareholder proposal is and-house and a public company of the public company house.
Cosa Cola Co Co	4/25/2023 4/25/2023	ARGEUT10111 ARGEU	Management	Exect Carely In Everson Exect Carely In Everson Exect Arises A Liverson Exect Carely A Liverson Executed A Liverson Exec	For	Against For For For For For For For Fo	public company boates white or being an executive of a public company or the nomine of a public company of the nomine of the nom
Cook Cols Co Cook	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Elect Carelyn N. Evenom Elect Fellence J. Cayle Elect Carelyn N. Evenom Elect Fellence J. Cayle Elect Arely Milmine Elect Carelyn A. Tayl Electronic A. Advance Electronic A. Electronic	For	Against For	public company boards writer of a public company boards writer of a public company company of the public company boards with the public company boards. Excessive Auditor Tenure. Excessive Auditor Tenure. Equity awards to major shareholder proposal is and-board-base, but and a public company boards. Equity awards to major shareholder frequence to shareholder frequen
Cook Cols Co Cook	4/25/2023 4/25/2023	ARGEUT10111 ARGEU	Management	Elect Carely IN Evenson Elect Leisen D. Cayle Elect Alexis M. Herman Elect Alexis M. Herman Elect Alexis M. Herman Elect Alexis M. Herman Elect Alexis M. Leisen Elect Alexis M. Leisen Elect Carelin S. Tay Electron Separation Ele	For	Against For	public company boates white or being an executive of a public company or the nomine of a public company of the nomine of the nom
Cosa Cola Co Co	4/25/2023 4/25/2023	ADDEUT10111 ARDEUT10111 ARDEU	Management	Exert Carely IN Everson Exert Leavin IV. Everson Exert Interes D. Cayle Exert Arises A. Leavine Exert Leavin IV. Everson Exert Interes D. Cayle Exert Arises Minimum Exert Arises Minimum Exert Arises Minimum Exert Arises Minimum Exert Carely II. Everson Exert Arises Minimum Exert Carely III. Everson Exert Ex	For	Against For For For For For For For Fo	public company boads white or a public company boads white or a public company company or a public company house. Section of the public company house h
Cosa Cola Co Cosa	4755/2023 4757/2023	ARGEUT10111 ARGEU	Management	Elect Carely IN Evenors (Sect Telect Carely IN Evenors (Sect Telect Carely IN Evenors (Sect Telect Carely Carely Elect Carely Carely Elect Arely Milline Elect Arely Milline Elect Arely Milline Elect Carely Carely Electronic Carely El	For	Against For	public company boards writer of a public company boards writer of a public company common was a public company house. Excessive Auditor Terune. Excessive
Cosa Cela Co Cosa	4755/2023 4757/2023	ARGEUT10111 ARGEU	Management	Exet Carely IN Everson Exet Nation J. Cayle Exet Alexan D. Cayle Exet Alexan D. Cayle Exet Alexan D. Cayle Exet Alexan Market Exet Alexan Survey Exet Alexan Survey Exet Careler J. Tay Exet	For	Against For	public company boards white or a public company or the some of a public company or the some of a public company of the some of a public company of the some of a public company or the some of a public company to the some of
Cosa Cola Co Co	425/2023 425/2023	ARGEUT 10111 AR	Management	Exect Carely IN Evensor Exect Carely IN Evensor Exect Mexics IA Herman Exect Mark IA Herman Exect Mark IA Herman Exect Asset IA Herman Exect Asset IA Herman Exect Asset IA Herman Exect Asset IA Herman Exect Careline 3. Tay Execute	For	Against For For For For For For For For For Fo	public company boards white or a public company boards where or a public company common way to be a public company hours. Excessive Auditor Tenure. Excessive Auditor Tenure. Excessive Auditor Tenure. Equity awards to major shareholder, building and a public company hours. Equity awards to major shareholder, building and a public company hours a public company hours and a public company hours a public company hours and a public company hours a public company hours and a p
Cosa Cela Co Cosa	47592023 47772023 47772023	ADDEUT10111 ARDEUT10111 ARDEUT101111 ARDEUT10111 ARDE	Management	Exet Carely IN Everson Exet Nation J. Cayle Exet Alexan D. Cayle Exet Alexan D. Cayle Exet Alexan D. Cayle Exet Alexan Market Exet Alexan Survey Exet Alexan Survey Exet Careler J. Tay Exet	For	Against For	public company boards white or a public company boards where or a public company common way to be a public company boards. Excessive Auditor Tenure. Excessive Auditor Tenure. Excessive Auditor Tenure. Equity awards to major shareholder, buildings and a public company boards where the public company boards where t
Cosa Cola Co Cosa	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Exert Carely IN. Everson Exert Leavin J. Cayle Exert Asked J. Cayle Exert Asked J. Cayle Exert Asked J. Everson Exert Internal D. Cayle Exert Asked J. Everson Exert Carely S. Everson Exert Exert S. Everson Exer	For For For For For For For For	Against For For For For For For For Fo	public company boates white or any other company or the some and public company or the some and the company of the compan
Cosa Cola Co Cosa	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Elect Carelyn N. Evenom Elect Fellence J. Cayle Elect Carelyn N. Evenom Elect Fellence J. Cayle Elect Arelyn Milme Elect Carelyn A. Tayl Electron Composition Relations of Audior Electron	For	Against For For For For For For For Fo	public company boades where an apublic company boades where an apublic company
Cosa Cola Co Cosa	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Exert Carely IN. Everson Exert Leavin J. Cayle Exert Asked J. Cayle Exert Asked J. Cayle Exert Asked J. Everson Exert Internal D. Cayle Exert Asked J. Everson Exert Carely S. Everson Exert Exert S. Everson Exer	For For For For For For For For	Against For For For For For For For Fo	public company boards white or a public company or the some and a public company or the some and a public company of the some and to the some and th
Cosa Cola Co Cosa	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Exert Carely IN. Everson Exert Leavin J. Cayle Exert Asked J. Cayle Exert Asked J. Cayle Exert Asked J. Everson Exert Internal D. Cayle Exert Asked J. Everson Exert Carely S. Everson Exert Exert S. Everson Exer	For For For For For For For For	Against For For For For For For For Fo	public company boades white or a public company or the sometime after or company or comp
Cosa Cela Co Cosa	47592023 47772023 47772023	ARGEUT10111 ARGEU	Management	Elect Carelyn N. Evenon Elect Heiner D. Cayle Elect Leiner D. Cayle Elect Heiner D. Cayle Elect Heiner S. Cayle Elect Ariny Milliner Elect Ariny Milliner Elect Ariny Milliner Elect Leiner A. Evenopmann Elect Leiner A. Evenopmann Elect Carelor A. Tary Elect Carelor A. Ariny Electronic Proposal Regarding Report Compressation Ratification of Aristic Electronic Proposal Regarding Report Designate Spreadfree and Visions Caregorater All Electronic Proposal Regarding Report On Risks Prom Basile Publicies Restrict All Electronic Proposal Regarding Report Designation Restrict All Electronic Proposal Regarding Report Designation Restrict All Electronic Proposal Regarding Report Designation All Electronic Proposal Regarding Report Designation All Electronic Proposal Regarding Report Designation Electronic Proposal Regard	For	Against For For For For For For For Fo	public company boards wither of a public company boards with region an executive of a public company country of the public company house. Excessive Auditor Terune. Excessive Auditor
Cosa Cola Co Cosa	4/25/2023 4/25/2023	ARGEUT10111 ARGEU	Management	Elect Carely IN Everson Elect Fairer J. Cayle Elect Arison J. Cayle Elect Arison J. Cayle Elect Arison J. Cayle Elect Arison J. Electronic J. Cayle Elect Arison J. Electronic J. Cayle Elect Arison J. Cayle Elect Arison J. Carely Elect Carely A. Tayle Electronic J. Cayle Electronic J.	For	Against For For For For For For For Fo	public company boades white design a mexical way to a public company or the somewhat the company of the somewhat the som
Cosa Cela Co Cosa	47592023 47772023 47772023	ARGEUT10111 ARGEU	Management	Elect Carelyn N. Evenon Elect Heiner D. Cayle Elect Leiner D. Cayle Elect Heiner D. Cayle Elect Heiner S. Cayle Elect Ariny Milliner Elect Ariny Milliner Elect Ariny Milliner Elect Leiner A. Evenopmann Elect Leiner A. Evenopmann Elect Carelor A. Tary Elect Carelor A. Ariny Electronic Proposal Regarding Report Compressation Ratification of Aristic Electronic Proposal Regarding Report Designate Spreadfree and Visions Caregorater All Electronic Proposal Regarding Report On Risks Prom Basile Publicies Restrict All Electronic Proposal Regarding Report Designation Restrict All Electronic Proposal Regarding Report Designation Restrict All Electronic Proposal Regarding Report Designation All Electronic Proposal Regarding Report Designation All Electronic Proposal Regarding Report Designation Electronic Proposal Regard	For	Against For For For For For For For Fo	public company boards wither of a public company boards with region an executive of a public company country of the public company house. Excessive Auditor Terune. Excessive Auditor
Cosa Cola Co Cosa	47552023 47572023 47572023	ARGEUT10111 ARGEU	Management	Exet Carely IN Everson Exet Carely IN Everson Exet Alexa D. Cayle Exet Alexa D. Cayle Exet Alexa D. Cayle Exet Alexa D. Liminar Exet Arely Milline Exet Arely Milline Exet Arely Milline Exet Arely Milline Exet Carely A. Tay Exet Carely Exet Carely Exet Carely Exet Markey	For	Against For For For For For For For Fo	public company boades white or a public company or the somewhere all to the company of the somewhere all to the company of the somewhere all to the somewhere all
Cosa Cola Co Cosa	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Exert Carely IN Everson Exert Leavin IN Everson Exert Leavin ID Cayle Exert Asked IA Ferman Exert Leavin III Annual III A	For	Against For For For For For For For Fo	public company boards white and an additional company boards white and a public company boards white and a public company boards. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Equipy awards to major additional and a public company boards white a public company boards white a public company boards and a public company boards white a public company boards white a public company boards white being an executive of a public company of the promotive of the public company boards white being an execut
Cosa Cola Co Cosa	47592023 47772023 47772023	ADDEUT10111 ARDEUT10111 ARDEUT101111 ARDEUT10111 ARDE	Management	Exet Carely IN Everson Exet Felence J. Cayle Exet Area M. Harman Exet Henre J. Cayle Exet Area M. Harman Exet Henre J. Cayle Exet Area M. Harman Exet Area M. Harman Exet Careler J. Tayl Exet Market Archarder Exet Letter Melloya I. Exet Martine Archarder Exet Henre Exet Melloya Exet Martine Archarder Exet Henre Exet Melloya Exet Martine	For	Against For For For For For For For Fo	public company boards white and an additional company boards white and a public company boards white and a public company boards. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Equipy awards to major additional and a public company boards white a public company boards white a public company boards and a public company boards white a public company boards white a public company boards white being an executive of a public company of the promotive of the public company boards white being an execut
Cosa Cola Co Cosa	4/25/2023 4/25/2023	ARGEUT 10111 AR	Management	Exert Carely IN Everson Exert Leavin IN Everson Exert Leavin ID Cayle Exert Asked IA Ferman Exert Leavin III Annual III A	For For For For For For For For	Against For For For For For For For Fo	public company boards white and an additional company boards white and a public company boards white and a public company boards. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Equipy awards to major additional and a public company boards white a public company boards white a public company boards and a public company boards white a public company boards white a public company boards white being an executive of a public company of the promotive of the public company boards white being an execut
Cosa Cola Co Cosa	47559023 47579023 47579023 47779023	ARGEUT10111 ARGEU	Management	Elect Carely IN Evenors Elect Telectron Cuyle Elect Telectron Cuyle Elect Telectron Cuyle Elect Interna Curvey Elect Arriny Milmore Elect Arriny Milmore Elect Arriny Milmore Elect Arriny Milmore Elect Curvine J. Tary Elect Cuyle S. Wineberg Electron S	For	Against For For For For For For For Fo	public company boards white and an additional company boards white and a public company boards white and a public company boards. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Equipy awards to major additional and a public company boards white a public company boards white a public company boards and a public company boards white a public company boards white a public company boards white being an executive of a public company of the promotive of the public company boards white being an execut
Cosa Cola Co Cosa	47592233 47592233	ARGEUT 10111 AR	Management	Beet Carely IN Everson Beet Nation J. Cayle Each Alexan D. Cayle Each Carely A. Extra D. Cayle Each Carely A. Extra D. Carely Each	For	Against For For For For For For For Fo	public company boards white and an additional company boards white and a public company boards white and a public company boards. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Equipy awards to major additional and a public company boards white a public company boards white a public company boards and a public company boards white a public company boards white a public company boards white being an executive of a public company of the promotive of the public company boards white being an execut
Cosa Cola Co Cosa	47559023 47579023 47579023 47779023	ARGEUT10111 ARGEU	Management	Elect Carely IN Evenors Elect Telectron Cuyle Elect Telectron Cuyle Elect Telectron Cuyle Elect Interna Curvey Elect Arriny Milmore Elect Arriny Milmore Elect Arriny Milmore Elect Arriny Milmore Elect Curvine J. Tary Elect Cuyle S. Wineberg Electron S	For	Against For For For For For For For Fo	public company boards white and an additional company boards white and a public company boards white and a public company boards. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Equity awards to major additional and a public company boards white a public company boards white a public company boards and a public company boards white a public company boards white a public company boards white being an executive of the public company boards whit
Cosa Cola Co Cosa	47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592233 47592234 47592334 475722334	ADDEUT10111 ARDEUT10111 ARDEU	Management	Exet Carely IN Everson Exet Carely IN Everson Exet Intens D. Goyle Exet Arism A Memory Exet Arism A Memory Exet Arism A Memory Exet Arism A Memory Exet Carely A Toyle Exet Carely Exet Markes Exet Carely Exet Markes Exet Carely Exet Markes Ex	For	Against For For For For For For For Fo	public company boards white and an additional company boards white and a public company boards white and a public company boards. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Exclosive Auditor Tenure. Equity awards to major additional and a public company boards white a public company boards white a public company boards and a public company boards white a public company boards white a public company boards white being an executive of the public company boards whit
Cosa Cola Co Cosa	425/2023 425/2023	ADDEUT10111 ARDEUT10111 ARDEUT101111 ARDEUT10111 ARDEUT101111 ARDEUT101111 ARDEUT10111 AR	Management	Beet Carely IN Everson Beet Carely IN Everson Beet Meine D. Cayle Each Alex M. Herman Beet Meine Carely Each Alex M. Herman Beet Army Milman Beet Army Milman Beet Army Milman Beet Carely S. Tayl Each Carely S.	For	Against For For For For For For For Fo	public company boards white or any public company boards white or any public company hours. Exclusive Auditor Tenure. Auditor Auditor Tenure. Nominose as on more than two public company beards with a public company on the nominose than the public company on the nominose than the public company houses which are the public c
Cosa Cola Co Cosa	4759023 4777023 4777023	ARGEUT10111 ARGEUT101111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGE	Management	Exect Carelyn N. Evenom Exect Telescop C. Guyle Exect Carelyn N. Evenom Exect Telescop C. Guyle Exect Aciny Milmore Exect Internal Current Exect Aciny Milmore Exect Aciny Milmore Exect Aciny Milmore Exect Aciny Milmore Exect Carelyn A. Tury Executed Common Composition Radication of Audior Biometoider Proposition Regarding Report Composition Radication of Audior Biometoider Proposition Regarding Report On Good Public Polity Executed Composition Executed Composition Executed Composition Executed Composition Executed Composition Regarding Report On Reads Prom Existe Politics Executed Composition Regarding Report On Reads Prom Existe Politics Records and Report Accounts and Report Records and Records Andrea Records and Records Andrea Records and Records Andrea Records and Records Andrea Records and Records Andr	For	Against For For For For For For For Fo	public company boards writer of a public company to make with the public company hours. Excessive Auditor Terure. Excessive Aud
Cosa Cola Co Cosa	47592233 47592234 47592234 47592234 47592234 4759234 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 47592354 4759235	ARGEUT10111 ARGEUT101111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGEUT10111 ARGE	Management	Beet Carely IN Everson Beet Carely IN Everson Beet Meine D. Cayle Each Alex M. Herman Beet Meine Carely Each Alex M. Herman Beet Army Milman Beet Army Milman Beet Army Milman Beet Carely S. Tayl Each Carely S.	For	Against For For For For For For For Fo	public company boards white or a public company or the somewhat public company to the somewhat public company to the somewhat public company boards white major control public company boards white company to the somewhat public company boards white being an excellent and public company houses white public company
Cosa Cola Co Cosa	425/2023 425/2023	ADDEUT10011 ARDEUT10011 ARDEU	Management	Exect Carelyn N. Evenom Exert Interes D. Cayle Exert Carelyn N. Evenom Exert Interes D. Cayle Exert Interes D. Cayle Exert Interes D. Cayle Exert Arelyn Milmer Exert Arelyn Milmer Exert Careles A. Tary Exert Careles A. T	For For For For For For For For	Against For For For For For For For Fo	public company boards writer of a public company boards and public company boards and public company boards. Excessive Auditor Tenure. Excessive Auditor Tenure. Excessive Auditor Tenure. Excessive Auditor Tenure. Equipy awards to major public company boards and public company boards a public company boards and public compan
Cosa Cola Co Cosa	4795/2023 4795/2023	ADDELITION 11 ARDICUTION 11 ARDICU	Management	Exet Carely IN Evenon Exet Select Carely IN Evenon Exet Select Carely IN Evenon Exet Select S	For	Against For For For For For For For Fo	public company boards without program procedure of a public company or the sometime allow company or the sometime allow company or the sometime allow public company or the sometime allows and th
Cosa Cola Co Cosa	425/2023 425/2023	ADDEUT10011 ARDEUT10011 ARDEU	Management	Exect Carelyn N. Evenom Exert Interes D. Cayle Exert Carelyn N. Evenom Exert Interes D. Cayle Exert Interes D. Cayle Exert Interes D. Cayle Exert Arelyn Milmer Exert Arelyn Milmer Exert Careles A. Tary Exert Careles A. T	For For For For For For For For	Against For For For For For For For Fo	public company boards writer of a public company boards and public company boards and public company boards. Excessive Auditor Tenure. Excessive Auditor Tenure. Excessive Auditor Tenure. Excessive Auditor Tenure. Equipy awards to major public company boards and public company boards a public company boards and public compan
Cosa Cola Co Cosa	47592023 47592023	ADDELITION 11 ARDICUTION 11 ARDICU	Management	Exet Carely IN Evenon Exet Interes C Gype Exet Marie Exert a Lapymanian Exet Exet Currier 3. Tays Exet Arrily Millimer Exet Arrily Millimer Exet Arrily Millimer Exet Carely 3. Tays Exet Carel 6. Wineberg Exet Carel 6. Wineberg Exet Carel 6. Wineberg Exet Carel 7. Tays Exet Carel 6. Wineberg Exet Carel 7. Tays Exet Carel 6. Wineberg Exet Carel 6. Wineberg Ratification of Audior Binarchistor Propose Regarding Record Explay Audit Binarchistor Propose Regarding Record Explay Audit Binarchistor Propose Regarding Record Explay Audit Binarchistor Propose Regarding Record Explay Factor on Cloud Public Policy Exercised Companies Companies Companies Companies All Exercised Companies Exercised Companies All Exercised Companies Exercised	For	Against For For For For For For For Fo	public company boards without program procedure of a public company or the sometime allow company or the sometime allow company or the sometime allow public company or the sometime allows and th

Church & Dwight Co., Inc.					-		
Church & Dwight Co., Inc.	4/27/2023 4/27/2023	US1713401024 US1713401024	Management Management	Ratification of Auditor Approval of the Employee Stock Purchase Plan	For For	Against For	Excessive Auditor Tenure.
Church & Dwight Co., Inc.	4/27/2023	US1713401024	ShareHolder	Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better
							An independent chair is better able to oversee the executives of a company and set a pro-
	4/27/2023	US4781601046		Elect Darkus Adamczyk		For	shareholder anenda
Johnson & Johnson Johnson & Johnson	4/27/2023	US4781601046 US4781601046	Management Management	Elect Darkus Adamczyk Elect Mary C. Beckerle	For For	For	
Johnson & Johnson Johnson & Johnson	4/27/2023	US4781601046	Management	Elect Mary C. Beckene Flect D. Scott Davis	For	For	
Johnson & Johnson	4/27/2023	US4781601046	Management	Elect Jennifer A. Doudna	For	For	
Johnson & Johnson	4/27/2023	US4781601046	Management	Elect Joaquin Duato	For	For	
Johnson & Johnson Johnson & Johnson	4/27/2023	US4781601046 US4781601046	Management Management	Elect Marillyn A. Hewson Elect Paula A. Johnson	For For	For For	
Johnson & Johnson	4/27/2023	US4781601046	Management	Elect Hubert Joly	For	For	
Johnson & Johnson	4/27/2023	US4781601046	Management	Elect Mark B. McClellan	For	For	
Johnson & Johnson	4/27/2023	US4781601046	Management	Elect Anne Mulcahy	For	For	
Johnson & Johnson Johnson & Johnson	4/27/2023 4/27/2023	US4781601046 US4781601046	Management	Elect Mark A. Weinberger Elect Nadja Y. West	For For	For For	
Johnson & Johnson	4/27/2023	US4781601046	Management Management	Advisory Vote on Executive Compensation	For	For	
Johnson & Johnson	4/27/2023	US4781601046	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Johnson & Johnson	4/27/2023	US4781601046	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Johnson & Johnson	4/27/2023	US4781601046	ShareHolder	Shareholder Proposal Regarding Adoption of Mandatory Arbitration Bylaw	Against	Abstain	Proposal withdrawn by
Johnson & Johnson	4/27/2023	US4781601046	ShareHolder	Shareholder Proposal Regarding Report on Access to COVID-19 Products	Against	For	proconent Favor reporting/improving drug
Johnson & Johnson	4/27/2023	US4781601046	ShareHolder	Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	Against	Abstain	pricinal distribution. Executives should generally not be insulated from expenses related to legal and compliance
							be insulated from expenses
							related to legal and compliance costs
Johnson & Johnson	4/27/2023	US4781601046	ShareHolder	Shareholder Proposal Regarding Extended Patent Exclusivities and Application	Against	For	costs Favor reporting/improving drug
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	for Secondary and Tertiary Patents Elect Mark A. Blinn	For	For	bilana asilbalan.
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	Elect Todd M. Bluedorn	For	For	
Texas Instruments Inc. Texas Instruments Inc.	4/27/2023	US882508BJ22	Management Management	Elect Janet F. Clark	For For	For For	
Texas Instruments Inc. Texas Instruments Inc.	4/27/2023	US882508BJ22 US882508BJ22	Management	Elect Carrie S. Cox Elect Martin S. Cralghead	For	For	
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	Elect Curtis C. Farmer	For	For	
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	Elect Jean M. Hobby	For	For	
Texas Instruments Inc.	4/27/2023 4/27/2023	US882508BJ22 US882508BJ22	Management	Elect Haviv IIan Elect Ronald Kirk	For For	For	
Texas Instruments Inc. Texas Instruments Inc.	4/27/2023	US882508BJ22 US882508BJ22	Management Management	Elect Ronald Kirk Elect Pamela H. Patsley	For For	For For	
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	Elect Robert E. Sanchez	For	For	
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	Elect Richard K. Templeton	For	Against	Company is a UNGC participant
							or signatory OR the Human Rights Policy does not align with UNDHR.
							UNDHR.
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	Amendment to the 2014 Employee Stock Purchase Plan	For	For	No Net Zero tarnets
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Texas Instruments Inc.	4/27/2023	US882508BJ22	Management	Advisory Vote on Executive Compensation	For	Against	Failure to incentivize mitigation of material environmental risks.
	4/27/2023	LIS882508B.122					Excessive Auditor Tenure.
Texas Instruments Inc. Texas Instruments Inc.	4/27/2023	US882508BJ22 US882508BJ22	Management ShareHolder	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meetings	For Against	Against	Excessive Auditor Tenure. A 10% threshold for calling a
							special meeting is appropriate. The requested review could
Texas Instruments Inc.	4/27/2023	US882508BJ22	ShareHolder	Shareholder Proposal Regarding Report on Customer Due Diligence	Against	For	The requested review could help mitigate reputational and
		US7170811035					regulatory risks
Pfizer Inc. Pfizer Inc.	4/27/2023 4/27/2023	US7170811035 US7170811035	Management Management	Elect Ronald E. Blaylock Elect Albert Bourla	For For	For For	
Pfizer Inc.	4/27/2023	US7170811035	Management	Elect Susan Desmond-Hellmann	For	For	
Pfizer Inc.	4/27/2023	US7170811035	Management	Elect Joseph J. Echevarria	For	For	
Pfizer Inc.	4/27/2023	US7170811035	Management	Elect Scott Gottlieb	For	For	
Pfizer Inc. Pfizer Inc.	4/27/2023 4/27/2023	US7170811035 US7170811035	Management Management	Elect Helen H. Hobbs Elect Susan Hockfield	For For	For For	
Pfizer Inc.	4/27/2023	US7170811035	Management	Elect Dan R. Littman	For	For	
Pfizer Inc.	4/27/2023	US7170811035	Management	Elect Shantanu Narayen	For	For	
Pfizer Inc.	4/27/2023	US7170811035	Management	Elect Suzanne Nora Johnson	For	For	
Pfizer Inc.	4/27/2023 4/27/2023	US7170811035 US7170811035	Management Management	Elect James Quincey Elect James C. Smith	For	For For	
Pfizer Inc.	4/27/2023	US7170811035 US7170811035	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Pfizer Inc.	4/27/2023	US7170811035	Management	Advisory Vote on Executive Compensation	For	For	Excessive Passion Tensire.
Pfizer Inc.	4/27/2023	US7170811035	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Pfizer Inc.	4/27/2023	US7170811035 US7170811035	ShareHolder ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	
me .			ShareHolder	Shareholder Proposal Regarding Independent Chair	Against	FOI	An independent chair is better able to oversee the executives of a company and set a pro-
Pfizer Inc.	4/27/2023	00/1/00/1000					
Pfizer Inc.	4/27/2023	00/1/00/1000					of a company and set a pro-
Pfizer Inc.	4/27/2023 4/27/2023	US7170811035	ShareHolder	Shareholder Proposal Regarding Intellectual Property	Against	For	of a company and set a pro- shareholder agenda Favor reporting/improving drug
Pfizer Inc.	4/27/2023	US7170811035		Shareholder Proposal Regarding Intellectual Property		For	Favor reporting/improving drug
Pfizer Inc. Pfizer Inc.	4/27/2023 4/27/2023	US7170811035 US7170811035	ShareHolder	Shareholder Proposal Regarding Extended Patent Exclusivities and Application	Against	For	Favor reporting/improving drug
Plizer Inc. Plizer Inc. Plizer Inc.	4/27/2023 4/27/2023 4/27/2023	US7170811035 US7170811035 US7170811035	ShareHolder ShareHolder	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Report on Bolitical Expenditures and Values	Against Against	For For Against	of a company and set a pro- shareholder acendral Favor reporting/improving drug pricing/distribution. Favor reporting/improving drug pricing/distribution.
Pfizer Inc. Pfizer Inc. Pfizer Inc. Hermes International	4/27/2023 4/27/2023 4/27/2023 4/20/2023	US7170811035 US7170811035 US7170811035 FR0000052292	ShareHolder ShareHolder Management	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Accounts and Reports; Non Tax-Deductible Expenses	Against Against For	For Against For	Favor reporting/improving drug
Pfizer Inc. Pfizer Inc. Pfizer Inc. Home Inc. Hermes International Hermes International	4/27/2023 4/27/2023 4/27/2023 4/20/2023 4/20/2023	US7170811035 US7170811035 US7170811035 FR0000052292 FR0000052292	ShareHolder ShareHolder Management Management	Shareholder Proposal Regarding Extended Patient Exclusivities and Application for Secondary and Terliary Patients Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Accounts and Reports, Non Tax-Deductible Expenses Conscilidated Accounts and Reports	Against Against For For	For Against For For	Favor reporting/improving drug
Pfizer Inc. Pfizer Inc. Pfizer Inc. Hermes International	4/27/2023 4/27/2023 4/27/2023 4/20/2023	US7170811035 US7170811035 US7170811035 FR0000052292	ShareHolder ShareHolder Management Management Management	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Accounts and Reports; Non Tax-Deductible Expenses	Against Against For	For Against For	Favor reporting/improving drug
Pitzer Inc. Pitzer	4/27/2023 4/27/2023 4/27/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	US7170811035 US7170811035 US7170811035 FR0000052292 FR0000052292 FR0000052292 FR0000052292	ShareHolder ShareHolder Management Management Management Management Management	Snewholster Proposal Regulating Estandel Palent Eschulvilles and Application for Secondary and Feinry Palentie. Shareholster Proposal Regulating Regord on Political Expenditures and Values Conquiette Companiette Commission No. 107 & Endoudrible Expenses Connolidation Accounts and Regords Allication of Political Voluments Allication of Political Voluments Allication of Political Voluments Sposial Auditors Regord on Regulated Agreements	Against Against For For For For For For For	For Against For For For For For For For	Favor reporting/improving drug
Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Names Stemational Harmes International Harmes International Harmes International Harmes International Harmes International	4/27/2023 4/27/2023 4/27/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	US7170811035 US7170811035 US7170811035 FR0000052292 FR0000052292 FR0000052292 FR0000052292 FR0000052292 FR0000052292	ShareHolder ShareHolder Management Management Management Management Management Management Management	Shaeholder Proposal Regarding Estender Paset Estabilities and Application for Secondary and February Polisins. Illimaterioletic Proposal Regarding Region on Potical Expendenties and Values Accounts and Reports, Non Tax-Disculptible Expenses Consolidation Accounts and Reports. Non Tax-Disculptible Expenses Consolidation Accounts and Reports. Allocation of Profits Discussion Accounts and Playors. Accounts and Playors. Accounts and Playors. Allocation of Profits Discussion Accounts and Playors Desired Agramments. Authority is Reputational and Plastices Estenses.	Against Against For	For For Against For For For For For For For	Salestinistical adentials Favor reporting limproving drug pricing identification. Favor reporting improving drug pricing identification.
Pitzer Inc. Pitzer Inc. Pitzer Inc. Pitzer Inc. Pitzer Inc. Hemmes International Hemmes International Hemmes International Hemmes International Hemmes International	4/27/2023 4/27/2023 4/27/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023 4/20/2023	US7170811035 US7170811035 US7170811035 FR0000052292 FR0000052292 FR0000052292 FR0000052292	ShareHolder ShareHolder Management Management Management Management Management	Snewholster Proposal Regulating Estander Palent Eschulvilles and Application for Secondary and Feinry Palentie. Shareholster Proposal Regulating Regord on Political Expenditures and Values Conquiette Companiette Commission No. 107 & Endoudrible Expenses Connolidation Accounts and Regords Allication of Political Voluments Allication of Political Voluments Allication of Political Voluments Sposial Auditors Regord on Regulated Agreements	Against Against For For For For For For For	For For Against For For For For For For For	Salestinistical adentials Favor reporting limproving drug pricing identification. Favor reporting improving drug pricing identification.
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Starbucks Corp.	3/23/2023	ARDEUT111481	ShareHolder	Shareholder Proposal Regarding CEO Succession Planning	Against	For	Additional refinement of succession planning process could benefit shareholders
Starbucks Corp.	3/23/2023	ARDEUT111481	ShareHolder	Shareholder Proposal Regarding Report on Corporate Operations with China	Against	Against	Shareholder proposal is anti- social.
Starbucks Corp.	3/23/2023	ARDEUT111481	ShareHolder	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Against	For	An independent assessment of existing policies could benefit the Company and shareholders
Starbucks Corp.	3/23/2023	ARDEUT111481	ShareHolder	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee	Against	Against	Shareholder proposal is anti- social.
SGS AG	3/28/2023	CH0002497458	Management	Accounts and Reports	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Compensation Report	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Ratification of Board and Management Acts	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Allocation of Dividends	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Calvin Grieder	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Sami Atiya	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Phyllis Cheung	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Ian Gallienne	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Tobias Hartmann	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Shelby R. du Pasquier	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Kory Sorenson	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Janet S. Vergis	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Jens Riedl	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Appoint Calvin Grieder as Board Chair	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Sami Atiya as Compensation Committee Member	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Ian Gallienne as Compensation Committee Member	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Elect Kory Sorenson as Compensation Committee Member	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Appointment of Auditor	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Appointment of Independent Proxy	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Board Compensation	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Executive Compensation (Fixed)	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Executive Compensation (Short-Term)	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Executive Compensation (long-term)	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Stock Split	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Approval of a Capital Band	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Amendment to Corporate Purpose	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Amendments to Articles (General Meetings)	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Amendments to Articles (Shareholders Rights)	For	Unvoted	
SGS AG	3/28/2023	CH0002497458	Management	Amendments to Articles (Compensation)	For	Unvoted	
Novozymes AS	3/30/2023	DK0060336014	Management	Merger/Acquisition	For	Against	Tenuous strategic case;
Novozymes AS	3/30/2023	DK0060336014	Management	Amendments to Articles (Board Size)	For	Against	Material quantitative concerns Not in shareholders" best
Novozymes AS	3/30/2023	DK0060336014	Management	Indemnification of Directors	For	Against	Not in shareholders" best
Novozymes AS	3/30/2023	DK0060336014	Management	Amendments to Articles (Indemnification)	For	Against	Not in shareholders" best
Novozymes AS	3/30/2023	DK0060336014	Management	Amendments to the Remuneration Policy	For	Against	interests Not in shareholders" best
Novozymes AS	3/30/2023	DK0060336014	Management	Authorization of Legal Formalities	For	For	HILCIESTS
Chr. Hansen Holding	3/30/2023	DK0060227585	Management	Merger/Acquisition	For	Against	
Chr. Hansen Holding	3/30/2023	DK0060227585	Management	Indemnification of Directors	For	For	
Chr. Hansen Holding	3/30/2023	DK0060227585	Management	Amendments to Articles (Financial Year)	For	For	
Chr. Hansen Holding	3/30/2023	DK0060227585	Management	Directors' Fees	For	For	
Chr. Hansen Holding	3/30/2023	DK0060227585	Management	Authorization of Legal Formalities	For	For	
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Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Elect Jaime Ardila	For	For	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Elect Nancy McKinstry	For	Against	Serves on too many boards
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Elect Beth E. Mooney	For	For	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Elect Gilles Pélisson	For	For	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Flect Paula A Price	For	For	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Elect Venkata Renduchintala	For	For	
Accenture pic	2/1/2023	IE00B4BNMY34	Management	Elect Arun Sarin	For	For	
Accenture pic	2/1/2023	IE00B4BNMY34	Management	Elect Julie Sweet	For	For	
Accenture pic Accenture pic	2/1/2023	IE00B4BNMY34	Management	Elect Tracey T. Travis	For	Against	Serves on too many boards
			-	•	For		Serves on too many boards
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Advisory Vote on Executive Compensation		For	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	To approve, in a non-binding vote, the frequency of future non-binding votes to approve the compensation of our named executive officers. Please vote for on this resolution to approve 1 year	For	For	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	To approve, in a non-binding vote, the frequency of future non-binding votes to approve the compensation of our named executive officers. Please vote for on this resolution to approve 2 years		Unvoted	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	To approve, in a non-binding vote, the frequency of future non-binding votes to approve the compensation of our named executive officers. Please vote	Do Not Vote	Unvoted	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	for on this resolution to approve 3 years To approve, in a non-binding vote, the frequency of future non-binding votes to approve the compensation of our named executive officers. Please vote for on this resolution to approve abstain	Do Not Vote	Unvoted	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Appointment of Auditor and Authority to Set Fees	For	Against	Excessive Auditor Tenure.
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Accenture plc	2/1/2023	IE00B4BNMY34	Management	Authorize the Price Range at which the Company can Re-allot Treasury	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect George A. Cope	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Paule Doré	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Julie Godin	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Suite Godin	For	Withhold	Multi-class share structure
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Serge Godin	For	For	with unequal voting rights
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CGI Inc	2/1/2023	CA39945C1095	Management		For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Michael B. Pedersen	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Stephen S. Poloz	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Mary G. Powell	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Alison C. Reed	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Michael E. Roach	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect George D. Schindler	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Kathy N. Waller	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Joakim Westh	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Elect Frank Witter	For	For	
CGI Inc	2/1/2023	CA39945C1095	Management	Appointment of Auditor and Authority to Set Fees	For	For	
CGI Inc	2/1/2023	CA39945C1095	ShareHolder	Shareholder Proposal Regarding Disclosure of Directors' Language Fluency	Against	Against	
CGI Inc	2/1/2023	CA39945C1095	ShareHolder	Shareholder Proposal Regarding Inclusion of Artificial Intelligence in Committee Mandate	Against	Against	
CGI Inc	2/1/2023	CA39945C1095	ShareHolder	Shareholder Proposal Regarding Employee Health and Well-Being in Committee Mandate	Against	Against	
CGI Inc	2/1/2023	CA39945C1095	ShareHolder	Shareholder Proposal Regarding Report on Workforce Racial Equity	Against	For	
Technology One	2/22/2023	AU000000TNE8	Management	Remuneration Report	For	Against	No tie between compensation and sustainability.
Technology One	2/22/2023	AU00000TNE8	Management	Re-elect Jane E. Andrews	For	Against	Insufficient gender diversity. Company does not report to CDP or SASB.
Technology One	2/22/2023	AU00000TNE8	Management	Re-elect Clifford J. Rosenberg	For	Against	Insufficient gender diversity.
Technology One	2/22/2023	AU000000TNE8	Management	Approve Increase in NED's Fee Cap	Undetermined	For	
Technology One	2/22/2023	AU000000TNE8	Management	Approve Adoption of Amended Omnibus Incentive Plan	For	For	
Aristocrat Leisure	2/24/2023	AU000000ALL7	Management	Re-elect Philippe Etienne	For	For	
Aristocrat Leisure	2/24/2023	AU000000ALL7	Management	Re-elect Pat Ramsey	For	For	
Aristocrat Leisure	2/24/2023	AU000000ALL7	Management	Re-elect Kathleen Conlon	For	For	
Aristocrat Leisure	2/24/2023	AU0000007LE7	Management	Elect Bill Lance	For	For	
Aristocrat Leisure	2/24/2023	AU0000000ALL7	Management	Elect Stephen Mayne (Non-Board Endorsed)	Against	Against	
Aristocrat Leisure	2/24/2023	AU000000ALL7	Management	Equity Grant (MD/CEO Trevor Croker)	For	For	
Aristocrat Leisure Aristocrat Leisure	2/24/2023	AU000000ALL7	Management	Remuneration Report	For	For	
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Aristocrat Leisure	2/24/2023	AU000000ALL7	Management	Renew Proportional Takeover Provisions	For	For	