

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2021 to 06/30/2022

NIKE, Inc.

Meeting Date: 10/06/2021

Country: USA

Ticker: NKE

Record Date: 08/06/2021

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1b	Elect Director Peter B. Henry	Mgmt	For	For	For
1c	Elect Director Michelle A. Peluso	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Political Contributions Disclosure	SH	Against	For	Against
5	Report on Human Rights Impact Assessment	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against
7	Report on Diversity and Inclusion Efforts	SH	Against	Against	Against

Erste Group Bank AG

Meeting Date: 11/25/2021

Country: Austria

Ticker: EBS

Record Date: 11/15/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: A19494102

Shares Voted: 3,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For

Microsoft Corporation

Meeting Date: 11/30/2021

Country: USA

Ticker: MSFT

Record Date: 09/30/2021

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Satya Nadella	Mgmt	For	For	For
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.9	Elect Director John W. Stanton	Mgmt	For	For	For
1.10	Elect Director John W. Thompson	Mgmt	For	For	For
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	For
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	For	For
6	Report on Effectiveness of Workplace Sexual Harassment Policies	SH	Against	For	Against
7	Prohibit Sales of Facial Recognition Technology to All Government Entities	SH	Against	Against	Against
8	Report on Implementation of the Fair Chance Business Pledge	SH	Against	Against	Against
9	Report on Lobbying Activities Alignment with Company Policies	SH	Against	For	Against

Accenture plc

Meeting Date: 01/26/2022

Country: Ireland

Ticker: ACN

Record Date: 11/29/2021

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For	For
1i	Elect Director Frank K. Tang	Mgmt	For	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Apple Inc.

Meeting Date: 03/04/2022

Country: USA

Ticker: AAPL

Record Date: 01/03/2022

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 5,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Al Gore	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Andrea Jung	Mgmt	For	For	For
1f	Elect Director Art Levinson	Mgmt	For	For	For
1g	Elect Director Monica Lozano	Mgmt	For	For	For
1h	Elect Director Ron Sugar	Mgmt	For	For	For
1i	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Articles of Incorporation to become a Social Purpose Corporation	SH	Against	Against	Against
6	Approve Revision of Transparency Reports	SH	Against	For	Against
7	Report on Forced Labor	SH	Against	For	Against
8	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
9	Report on Civil Rights Audit	SH	Against	For	Against
10	Report on Concealment Clauses	SH	Against	For	Against

Agilent Technologies, Inc.

Meeting Date: 03/16/2022 **Country:** USA **Ticker:** A
Record Date: 01/18/2022 **Meeting Type:** Annual
Primary Security ID: 00846U101

Shares Voted: 2,187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hans E. Bishop	Mgmt	For	For	For
1.2	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.3	Elect Director Mikael Dolsten	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Keysight Technologies, Inc.

Meeting Date: 03/17/2022 **Country:** USA **Ticker:** KEYS
Record Date: 01/18/2022 **Meeting Type:** Annual
Primary Security ID: 49338L103

Shares Voted: 2,532

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	For	For
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	For	For
1.3	Elect Director Jean M. Nye	Mgmt	For	For	For
1.4	Elect Director Joanne B. Olsen	Mgmt	For	For	For

Keysight Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For

Sika AG

Meeting Date: 04/12/2022 **Country:** Switzerland **Ticker:** SIKA
Record Date: **Meeting Type:** Annual
Primary Security ID: H7631K273

Shares Voted: 1,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.4	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.5	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.6	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2.1	Elect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.2.2	Elect Gordana Landen as Director	Mgmt	For	For	For
4.3	Reelect Paul Haelg as Board Chairman	Mgmt	For	For	For
4.4.1	Appoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

SVB Financial Group

Meeting Date: 04/21/2022 **Country:** USA **Ticker:** SIVB
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 78486Q101

Shares Voted: 737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Greg Becker	Mgmt	For	For	For
1.2	Elect Director Eric Benhamou	Mgmt	For	For	For
1.3	Elect Director Elizabeth "Busy" Burr	Mgmt	For	For	For
1.4	Elect Director Richard Daniels	Mgmt	For	For	For
1.5	Elect Director Alison Davis	Mgmt	For	For	For
1.6	Elect Director Joel Friedman	Mgmt	For	For	For
1.7	Elect Director Jeffrey Maggioncalda	Mgmt	For	For	For
1.8	Elect Director Beverly Kay Matthews	Mgmt	For	For	For
1.9	Elect Director Mary Miller	Mgmt	For	For	For
1.10	Elect Director Kate Mitchell	Mgmt	For	For	For
1.11	Elect Director Garen Staglin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Third-Party Racial Justice Audit	SH	Against	Against	Against

Ball Corporation

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** BLL
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 058498106

Shares Voted: 7,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dune E. Ives	Mgmt	For	For	For
1.2	Elect Director Georgia R. Nelson	Mgmt	For	For	For

Ball Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Cynthia A. Niekamp	Mgmt	For	For	For
1.4	Elect Director Todd A. Penegor	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Amend Articles of Incorporation to Permit Shareholders to Amend Bylaws	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/29/2022 **Country:** Netherlands **Ticker:** ASML
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: N07059202

Shares Voted: 1,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends of EUR 5.50 Per Share	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Amend Remuneration Policy for Management Board	Mgmt	For	For	For
7a	Announce Intention to Reappoint P.T.F.M. Wennink to Management Board	Mgmt			
7b	Announce Intention to Reappoint M.A. van den Brink to Management Board	Mgmt			
7c	Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board	Mgmt			
7d	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
7e	Announce Intention to Reappoint R.J.M. Dassen to Management Board	Mgmt			

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8a	Announce Vacancies on the Supervisory Board	Mgmt			
8b	Opportunity to Make Recommendations	Mgmt			
8c	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board	Mgmt			
8d	Reelect T.L. Kelly to Supervisory Board	Mgmt	For	For	For
8e	Elect A.F.M. Everke to Supervisory Board	Mgmt	For	For	For
8f	Elect A.L. Steegen to Supervisory Board	Mgmt	For	For	For
8g	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	Mgmt	For	For	For
10	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025	Mgmt			
11	Amend Articles of Association	Mgmt	For	For	For
12a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
12b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Other Business (Non-Voting)	Mgmt			
16	Close Meeting	Mgmt			

Mercedes-Benz Group AG

Meeting Date: 04/29/2022

Country: Germany

Ticker: MBG

Record Date:

Meeting Type: Annual

Primary Security ID: D1668R123

Shares Voted: 7,296

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	Against	Against
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	Against	Against

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the 2023 Interim Financial Statements until the 2023 AGM	Mgmt	For	For	For
6.1	Elect Dame Courtice to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Marco Gobbetti to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Eli Lilly and Company

Meeting Date: 05/02/2022 **Country:** USA **Ticker:** LLY
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 532457108

Shares Voted: 1,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	Mgmt	For	For	For
1b	Elect Director Kimberly H. Johnson	Mgmt	For	For	For
1c	Elect Director Juan R. Luciano	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For
6	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	For	For
8	Report on Lobbying Payments and Policy	SH	Against	For	For
9	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	For	For
10	Report on Board Oversight of Risks Related to Anticompetitive Pricing Strategies	SH	Against	For	For

Prologis, Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** PLD
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 74340W103

Prologis, Inc.

Shares Voted: 6,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
1c	Elect Director George L. Fotiades	Mgmt	For	For	For
1d	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1e	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1f	Elect Director Avid Modjtabei	Mgmt	For	For	For
1g	Elect Director David P. O'Connor	Mgmt	For	For	For
1h	Elect Director Olivier Piani	Mgmt	For	For	For
1i	Elect Director Jeffrey L. Skelton	Mgmt	For	For	For
1j	Elect Director Carl B. Webb	Mgmt	For	For	For
1k	Elect Director William D. Zollars	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 05/04/2022

Country: USA

Ticker: SPGI

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 1,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	For
1.4	Elect Director William D. Green	Mgmt	For	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For	For
1.8	Elect Director Ian Paul Livingston	Mgmt	For	For	For
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
1.10	Elect Director Maria R. Morris	Mgmt	For	For	For
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1.12	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
1.14	Elect Director Gregory Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/05/2022 **Country:** France **Ticker:** SU
Record Date: 05/03/2022 **Meeting Type:** Annual/Special
Primary Security ID: F86921107

Shares Voted: 2,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Linda Knoll as Director	Mgmt	For	For	For
12	Reelect Anders Runevad as Director	Mgmt	For	For	For
13	Elect Nivedita Krishnamurthy (Nive) Bhagat as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
18	Approve Merger by Absorption of IGE+XAO by Schneider	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Danaher Corporation

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** DHR
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 235851102

Shares Voted: 3,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Linda Filler	Mgmt	For	For	For
1c	Elect Director Teri List	Mgmt	For	Against	Against
1d	Elect Director Walter G. Lohr, Jr.	Mgmt	For	Against	Against
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	For	For
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

The Charles Schwab Corporation

Meeting Date: 05/17/2022

Country: USA

Ticker: SCHW

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 808513105

Shares Voted: 6,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John K. Adams, Jr.	Mgmt	For	For	For
1b	Elect Director Stephen A. Ellis	Mgmt	For	For	For
1c	Elect Director Brian M. Levitt	Mgmt	For	For	For
1d	Elect Director Arun Sarin	Mgmt	For	For	For
1e	Elect Director Charles R. Schwab	Mgmt	For	For	For
1f	Elect Director Paula A. Sneed	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Provide Proxy Access Right	Mgmt	For	For	For
7	Adopt Proxy Access Right	SH	Against	For	For
8	Report on Lobbying Payments and Policy	SH	Against	For	For

Deutsche Boerse AG

Meeting Date: 05/18/2022

Country: Germany

Ticker: DB1

Record Date:

Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 3,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For	For
6	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For

Chubb Limited

Meeting Date: 05/19/2022 **Country:** Switzerland **Ticker:** CB
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: H1467J104

Shares Voted: 1,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Kathy Bonanno	Mgmt	For	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.6	Elect Director Mary Cirillo	Mgmt	For	For	For
5.7	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.8	Elect Director Robert W. Scully	Mgmt	For	For	For
5.9	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.10	Elect Director David H. Sidwell	Mgmt	For	For	For
5.11	Elect Director Olivier Steimer	Mgmt	For	For	For
5.12	Elect Director Luis Tellez	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect Mary Cirillo as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9	Approve Creation of Authorized Capital With or Without Preemptive Rights	Mgmt	For	For	For
10	Approve CHF 318,275,265 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 4.8 Million	Mgmt	For	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 54 Million for Fiscal 2023	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Adopt and Disclose Policies to Ensure Underwriting Does Not Support New Fossil Fuel Supplies	SH	Against	Against	Against
14	Report on Efforts to Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For

Otis Worldwide Corporation

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** OTIS
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 68902V107

Shares Voted: 8,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1b	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1c	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1d	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1e	Elect Director Judith F. Marks	Mgmt	For	For	For
1f	Elect Director Harold W. McGraw, III	Mgmt	For	For	For
1g	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1h	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1i	Elect Director John H. Walker	Mgmt	For	For	For

Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	SH	Against	Against	Against

Merck & Co., Inc.

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** MRK
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 58933Y105

Shares Voted: 10,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Kenneth C. Frazier	Mgmt	For	For	For
1f	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1h	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1i	Elect Director Paul B. Rothman	Mgmt	For	For	For
1j	Elect Director Patricia F. Russo	Mgmt	For	For	For
1k	Elect Director Christine E. Seidman	Mgmt	For	For	For
1l	Elect Director Inge G. Thulin	Mgmt	For	For	For
1m	Elect Director Kathy J. Warden	Mgmt	For	For	For
1n	Elect Director Peter C. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Report on Access to COVID-19 Products	SH	Against	For	For
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against

EssilorLuxottica SA

Meeting Date: 05/25/2022

Country: France

Ticker: EL

Record Date: 05/23/2022

Meeting Type: Annual/Special

Primary Security ID: F31665106

Shares Voted: 3,292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	Mgmt	For	For	For
4	Ratify Appointment of Virginie Mercier Pitre as Director	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Francesco Milleri, CEO	Mgmt	For	For	For
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Partners Group Holding AG

Meeting Date: 05/25/2022

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 33.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
5.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 5.7 Million	Mgmt	For	For	For
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.9 Million	Mgmt	For	For	For
5.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 10 Million	Mgmt	For	For	For
5.5	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 20.6 Million	Mgmt	For	For	For
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 80,000	Mgmt	For	For	For
5.7	Approve Variable Remuneration of Former Members of Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2021	Mgmt	For	For	For
6.1.1	Elect Steffen Meister as Director and Board Chair	Mgmt	For	For	For
6.1.2	Elect Marcel Erni as Director	Mgmt	For	For	For
6.1.3	Elect Alfred Gantner as Director	Mgmt	For	For	For
6.1.4	Elect Joseph Landy as Director	Mgmt	For	For	For
6.1.5	Elect Anne Lester as Director	Mgmt	For	For	For
6.1.6	Elect Martin Strobel as Director	Mgmt	For	For	For
6.1.7	Elect Urs Wietlisbach as Director	Mgmt	For	For	For
6.1.8	Elect Flora Zhao as Director	Mgmt	For	For	For
6.2.1	Appoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.2	Appoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For	For	For
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

ON Semiconductor Corporation

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** ON
Record Date: 03/29/2022 **Meeting Type:** Annual
Primary Security ID: 682189105

Shares Voted: 5,753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Atsushi Abe	Mgmt	For	For	For
1b	Elect Director Alan Campbell	Mgmt	For	For	For
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
1d	Elect Director Thomas L. Deitrich	Mgmt	For	For	For
1e	Elect Director Gilles Delfassy	Mgmt	For	For	For
1f	Elect Director Hassane El-Khoury	Mgmt	For	For	For
1g	Elect Director Bruce E. Kiddoo	Mgmt	For	For	For
1h	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
1i	Elect Director Gregory L. Waters	Mgmt	For	For	For
1j	Elect Director Christine Y. Yan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Lowe's Companies, Inc.

Meeting Date: 05/27/2022 **Country:** USA **Ticker:** LOW
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 548661107

Shares Voted: 3,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.4	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.5	Elect Director Richard W. Dreiling	Mgmt	For	For	For

Lowes Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.7	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1.8	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.9	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.10	Elect Director Colleen Taylor	Mgmt	For	For	For
1.11	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
6	Amend Proxy Access Right	SH	Against	For	For
7	Report on Risks of State Policies Restricting Reproductive Health Care	SH	Against	For	For
8	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	SH	Against	For	For

Alphabet Inc.

Meeting Date: 06/01/2022 **Country:** USA **Ticker:** GOOGL
Record Date: 04/05/2022 **Meeting Type:** Annual
Primary Security ID: 02079K305

Shares Voted: 617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	For	For
1e	Elect Director Frances H. Arnold	Mgmt	For	For	For
1f	Elect Director L. John Doerr	Mgmt	For	For	For
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1h	Elect Director Ann Mather	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	For	For
1j	Elect Director Robin L. Washington	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Report on Climate Lobbying	SH	Against	For	For
7	Report on Physical Risks of Climate Change	SH	Against	For	Against
8	Report on Metrics and Efforts to Reduce Water Related Risk	SH	Against	For	Against
9	Oversee and Report a Third-Party Racial Equity Audit	SH	Against	For	For
10	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against	Against
11	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
12	Report on Government Takedown Requests	SH	Against	Against	Against
13	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For	For
14	Report on Managing Risks Related to Data Collection, Privacy and Security	SH	Against	Against	Against
15	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	For
16	Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	SH	Against	For	For
17	Report on External Costs of Misinformation and Impact on Diversified Shareholders	SH	Against	Against	Against
18	Report on Steps to Improve Racial and Gender Board Diversity	SH	Against	Against	Against
19	Establish an Environmental Sustainability Board Committee	SH	Against	Against	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against
21	Report on Policies Regarding Military and Militarized Policing Agencies	SH	Against	Against	Against

NVIDIA Corporation

Meeting Date: 06/02/2022

Country: USA

Ticker: NVDA

Record Date: 04/04/2022

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 1,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Tench Coxé	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Michael G. McCaffery	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director Mark L. Perry	Mgmt	For	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/06/2022 **Country:** USA **Ticker:** UNH
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: 91324P102

Shares Voted: 2,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1b	Elect Director Paul R. Garcia	Mgmt	For	For	For
1c	Elect Director Stephen J. Hemsley	Mgmt	For	For	For
1d	Elect Director Michele J. Hooper	Mgmt	For	For	For
1e	Elect Director F. William McNabb, III	Mgmt	For	For	For
1f	Elect Director Valerie C. Montgomery Rice	Mgmt	For	For	For
1g	Elect Director John H. Noseworthy	Mgmt	For	For	For
1h	Elect Director Andrew Wittý	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Against
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For