

## VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 12/31/2023

### Accenture Plc

**Meeting Date:** 02/01/2023      **Country:** Ireland      **Ticker:** ACN  
**Record Date:** 12/06/2022      **Meeting Type:** Annual  
**Primary Security ID:** G1151C101

Shares Voted: 24,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For
1i	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

### Apple Inc.

**Meeting Date:** 03/10/2023      **Country:** USA      **Ticker:** AAPL  
**Record Date:** 01/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 037833100

Shares Voted: 31,792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For

## Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Al Gore	Mgmt	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For
1e	Elect Director Andrea Jung	Mgmt	For	For
1f	Elect Director Art Levinson	Mgmt	For	For
1g	Elect Director Monica Lozano	Mgmt	For	For
1h	Elect Director Ron Sugar	Mgmt	For	For
1i	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
6	Report on Operations in Communist China	SH	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against
8	Report on Median Gender/Racial Pay Gap	SH	Against	For
9	Amend Proxy Access Right	SH	Against	For

## Keysight Technologies, Inc.

**Meeting Date:** 03/16/2023      **Country:** USA      **Ticker:** KEYS  
**Record Date:** 01/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 49338L103

**Shares Voted:** 53,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Satish C. Dhanasekaran	Mgmt	For	For
1.2	Elect Director Richard P. Hamada	Mgmt	For	For
1.3	Elect Director Paul A. Lacouture	Mgmt	For	For
1.4	Elect Director Kevin A. Stephens	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Declassify the Board of Directors	Mgmt	For	For

# Starbucks Corporation

Meeting Date: 03/23/2023

Country: USA

Ticker: SBUX

Record Date: 01/13/2023

Meeting Type: Annual

Primary Security ID: 855244109

Shares Voted: 58,370

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For
1c	Elect Director Beth Ford	Mgmt	For	For
1d	Elect Director Melody Hobson	Mgmt	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
1f	Elect Director Satya Nadella	Mgmt	For	For
1g	Elect Director Laxman Narasimhan	Mgmt	For	For
1h	Elect Director Howard Schultz	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Plant-Based Milk Pricing	SH	Against	Against
6	Adopt Policy on Succession Planning	SH	Against	Against
7	Report on Operations in Communist China	SH	Against	Against
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For
9	Establish Committee on Corporate Sustainability	SH	Against	Against

# LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023

Country: France

Ticker: MC

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 14,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For

# LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
5	Reelect Delphine Arnault as Director	Mgmt	For	For
6	Reelect Antonio Belloni as Director	Mgmt	For	For
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	For
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	For
10	Elect Laurent Mignon as Director	Mgmt	For	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	For
12	Appoint Diego Della Valle as Censor	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	For
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For

## LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	For
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For

## L'Oreal SA

**Meeting Date:** 04/21/2023

**Country:** France

**Ticker:** OR

**Record Date:** 04/19/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F58149133

**Shares Voted:** 24,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For

## L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## MSCI Inc.

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** MSCI

**Record Date:** 03/01/2023

**Meeting Type:** Annual

**Primary Security ID:** 55354G100

Shares Voted: 11,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	For	For
1b	Elect Director Robert G. Ashe	Mgmt	For	For
1c	Elect Director Wayne Edmunds	Mgmt	For	For
1d	Elect Director Catherine R. Kinney	Mgmt	For	For
1e	Elect Director Robin L. Matlock	Mgmt	For	For
1f	Elect Director Jacques P. Perold	Mgmt	For	For
1g	Elect Director C.D. Baer Pettit	Mgmt	For	For
1h	Elect Director Sandy C. Rattray	Mgmt	For	For
1i	Elect Director Linda H. Riefler	Mgmt	For	For
1j	Elect Director Marcus L. Smith	Mgmt	For	For
1k	Elect Director Rajat Taneja	Mgmt	For	For
1l	Elect Director Paula Volent	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Wells Fargo & Company

Meeting Date: 04/25/2023 Country: USA Ticker: WFC  
 Record Date: 02/24/2023 Meeting Type: Annual  
 Primary Security ID: 949746101

Shares Voted: 173,647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For
1f	Elect Director Wayne M. Hewett	Mgmt	For	For
1g	Elect Director CeCelia (CeCe) G. Morken	Mgmt	For	For
1h	Elect Director Maria R. Morris	Mgmt	For	For

## Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Felicia F. Norwood	Mgmt	For	For
1j	Elect Director Richard B. Payne, Jr.	Mgmt	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Adopt Simple Majority Vote	SH	Against	For
6	Report on Political Expenditures Congruence	SH	Against	For
7	Report on Climate Lobbying	SH	Against	For
8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against
10	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For
11	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	For

## ASML Holding NV

**Meeting Date:** 04/26/2023      **Country:** Netherlands      **Ticker:** ASML  
**Record Date:** 03/29/2023      **Meeting Type:** Annual  
**Primary Security ID:** N07059202

**Shares Voted:** 18,482

Proposal Number	Proposal Text	Proponent	Mgmt 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
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3d	Approve Dividends	Mgmt	For	For



## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt		
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt		
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
10a	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
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
13	Other Business (Non-Voting)	Mgmt		
14	Close Meeting	Mgmt		

## Intuitive Surgical, Inc.

**Meeting Date:** 04/27/2023

**Country:** USA

**Ticker:** ISRG

**Record Date:** 02/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 46120E602

**Shares Voted:** 42,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For
1c	Elect Director Gary S. Guthart	Mgmt	For	For
1d	Elect Director Amal M. Johnson	Mgmt	For	For

## Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Don R. Kania	Mgmt	For	For
1f	Elect Director Amy L. Ladd	Mgmt	For	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For
1h	Elect Director Alan J. Levy	Mgmt	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	For

## Sandvik Aktiebolag

**Meeting Date:** 04/27/2023

**Country:** Sweden

**Ticker:** SAND

**Record Date:** 04/19/2023

**Meeting Type:** Annual

**Primary Security ID:** W74857165

**Shares Voted:** 232,247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Patrik Marcellus as Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt		
5	Approve Agenda of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Receive President's Report	Mgmt		
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10.1	Approve Discharge of Johan Molin	Mgmt	For	For
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For

# Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For
10.6	Approve Discharge of Helena Stjernholm	Mgmt	For	For
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For
10.8	Approve Discharge of Kai Warn	Mgmt	For	For
10.9	Approve Discharge of Thomas Andersson	Mgmt	For	For
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For
10.13	Approve Discharge of Tomas Karnstrom	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	Mgmt	For	For
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.88 Million for Chairman and SEK 770,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For
14.1	Reelect Jennifer Allerton as Director	Mgmt	For	For
14.2	Reelect Claes Boustedt as Director	Mgmt	For	For
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.4	Reelect Johan Molin as Director	Mgmt	For	For
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	For
14.7	Reelect Stefan Widing as Director	Mgmt	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For
15	Reelect Johan Molin as Chair of the Board	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Approve Performance Share Matching Plan LTIP 2023 for Key Employees	Mgmt	For	Against
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Close Meeting	Mgmt		

# Albemarle Corporation

Meeting Date: 05/02/2023

Country: USA

Ticker: ALB

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: 012653101

Shares Voted: 15,835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director M. Lauren Brías	Mgmt	For	For
1b	Elect Director Ralf H. Cramer	Mgmt	For	For
1c	Elect Director J. Kent Masters, Jr.	Mgmt	For	For
1d	Elect Director Glenda J. Minor	Mgmt	For	For
1e	Elect Director James J. O'Brien	Mgmt	For	For
1f	Elect Director Diarmuid B. O'Connell	Mgmt	For	For
1g	Elect Director Dean L. Seavers	Mgmt	For	For
1h	Elect Director Gerald A. Steiner	Mgmt	For	For
1i	Elect Director Holly A. Van Deursen	Mgmt	For	For
1j	Elect Director Alejandro D. Wolff	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For

# PepsiCo, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: PEP

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 47,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For
1d	Elect Director Ian Cook	Mgmt	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For

## PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Michelle Gass	Mgmt	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For
1k	Elect Director David C. Page	Mgmt	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For
1n	Elect Director Darren Walker	Mgmt	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Require Independent Board Chair	SH	Against	Against
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against
7	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Against	Against
8	Publish Annual Congruency Report on Net-Zero Emissions Policy	SH	Against	Against

## Danaher Corporation

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** DHR  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 235851102

Shares Voted: 42,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For
1c	Elect Director Linda Filler	Mgmt	For	For
1d	Elect Director Teri List	Mgmt	For	Against
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For
1f	Elect Director Jessica L. Mega	Mgmt	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For
1j	Elect Director A. Shane Sanders	Mgmt	For	Against

## Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director John T. Schwieters	Mgmt	For	Against
1l	Elect Director Alan G. Spoon	Mgmt	For	For
1m	Elect Director Raymond C. Stevens	Mgmt	For	Against
1n	Elect Director Elias A. Zerhouni	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Require Independent Board Chair	SH	Against	For
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against

## Deutsche Boerse AG

**Meeting Date:** 05/16/2023

**Country:** Germany

**Ticker:** DB1

**Record Date:** 05/09/2023

**Meeting Type:** Annual

**Primary Security ID:** D1882G119

**Shares Voted:** 35,576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
5.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
5.3	Amend Articles Re: AGM Convocation	Mgmt	For	For
6	Amend Articles Re: Registration in the Share Register	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For

Meeting Date: 05/17/2023

Country: Switzerland

Ticker: CB

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: H1467J104

Shares Voted: 47,570

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

## Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	For	For
9.2	Amend Articles to Advance Notice Period	Mgmt	For	For
10.1	Cancel Repurchased Shares	Mgmt	For	For
10.2	Reduction of Par Value	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	For	For
11.3	Approve Remuneration Report	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against
15	Report on Human Rights Risk Assessment	SH	Against	Against

## NextEra Energy, Inc.

**Meeting Date:** 05/18/2023

**Country:** USA

**Ticker:** NEE

**Record Date:** 03/22/2023

**Meeting Type:** Annual

**Primary Security ID:** 65339F101

**Shares Voted:** 151,049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For
1b	Elect Director Sherry S. Barrat	Mgmt	For	For
1c	Elect Director James L. Camaren	Mgmt	For	For
1d	Elect Director Kenneth B. Dunn	Mgmt	For	For
1e	Elect Director Naren K. Gursahaney	Mgmt	For	For
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For
1g	Elect Director John W. Ketchum	Mgmt	For	For
1h	Elect Director Amy B. Lane	Mgmt	For	For
1i	Elect Director David L. Porges	Mgmt	For	For
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	For	For
1k	Elect Director John A. Stall	Mgmt	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For



## NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Deloitte & Touche as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Disclose Board Skills and Diversity Matrix	SH	Against	For

## ON Semiconductor Corporation

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** ON  
**Record Date:** 03/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 682189105

**Shares Voted:** 123,891

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

## Otis Worldwide Corporation

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** OTIS  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 68902V107

**Shares Voted:** 97,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey H. Black	Mgmt	For	For

## Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Nelda J. Connors	Mgmt	For	For
1c	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For
1d	Elect Director Shailesh G. Jejurikar	Mgmt	For	For
1e	Elect Director Christopher J. Kearney	Mgmt	For	For
1f	Elect Director Judith F. Marks	Mgmt	For	For
1g	Elect Director Harold W. McGraw, III	Mgmt	For	For
1h	Elect Director Margaret M. V. Preston	Mgmt	For	For
1i	Elect Director Shelley Stewart, Jr.	Mgmt	For	For
1j	Elect Director John H. Walker	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	Against

## Zoetis Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** ZTS  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 98978V103

**Shares Voted:** 56,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For
1d	Elect Director Michael B. McCallister	Mgmt	For	For
1e	Elect Director Gregory Norden	Mgmt	For	For
1f	Elect Director Louise M. Parent	Mgmt	For	For
1g	Elect Director Kristin C. Peck	Mgmt	For	For
1h	Elect Director Robert W. Scully	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Against

## Waste Connections, Inc.

Meeting Date: 05/19/2023

Country: Canada

Ticker: WCN

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: 94106B101

Shares Voted: 78,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Andrea E. Bertone	Mgmt	For	For
1b	Elect Director Edward E. "Ned" Guillet	Mgmt	For	For
1c	Elect Director Michael W. Harlan	Mgmt	For	For
1d	Elect Director Larry S. Hughes	Mgmt	For	For
1e	Elect Director Worthing F. Jackman *Withdrawn Resolution*	Mgmt		
1f	Elect Director Elise L. Jordan	Mgmt	For	For
1g	Elect Director Susan "Sue" Lee	Mgmt	For	For
1h	Elect Director Ronald J. Mittelstaedt	Mgmt	For	For
1i	Elect Director William J. Razzouk	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

## American Tower Corporation

Meeting Date: 05/24/2023

Country: USA

Ticker: AMT

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: 03027X100

Shares Voted: 24,254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For
1d	Elect Director Raymond P. Dolan	Mgmt	For	For
1e	Elect Director Kenneth R. Frank	Mgmt	For	For
1f	Elect Director Robert D. Hormats	Mgmt	For	For
1g	Elect Director Grace D. Lieblein	Mgmt	For	For
1h	Elect Director Craig Macnab	Mgmt	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For

## American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For
1l	Elect Director Samme L. Thompson	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

## McDonald's Corporation

**Meeting Date:** 05/25/2023      **Country:** USA      **Ticker:** MCD  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 580135101

**Shares Voted:** 29,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For
1f	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For
1h	Elect Director Richard Lenny	Mgmt	For	For
1i	Elect Director John Mulligan	Mgmt	For	For
1j	Elect Director Jennifer Taubert	Mgmt	For	For
1k	Elect Director Paul Walsh	Mgmt	For	For
1l	Elect Director Amy Weaver	Mgmt	For	For
1m	Elect Director Miles White	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	SH	Against	Against

## McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
9	Report on Lobbying Payments and Policy	SH	Against	For
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against
11	Report on Animal Welfare	SH	Against	For

## Airbnb, Inc.

**Meeting Date:** 06/01/2023      **Country:** USA      **Ticker:** ABNB  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 009066101

**Shares Voted:** 42,679

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nathan Blecharczyk	Mgmt	For	For
1.2	Elect Director Alfred Lin	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Trane Technologies Plc

**Meeting Date:** 06/01/2023      **Country:** Ireland      **Ticker:** TT  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** G8994E103

**Shares Voted:** 28,215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For
1b	Elect Director Ann C. Berzin	Mgmt	For	For
1c	Elect Director April Miller Boise	Mgmt	For	For
1d	Elect Director Gary D. Forsee	Mgmt	For	For
1e	Elect Director Mark R. George	Mgmt	For	For

## Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director John A. Hayes	Mgmt	For	For
1g	Elect Director Linda P. Hudson	Mgmt	For	For
1h	Elect Director Myles P. Lee	Mgmt	For	For
1i	Elect Director David S. Regnery	Mgmt	For	For
1j	Elect Director Melissa N. Schaeffer	Mgmt	For	For
1k	Elect Director John P. Surma	Mgmt	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Authorize Issue of Equity	Mgmt	For	For
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

## UnitedHealth Group Incorporated

**Meeting Date:** 06/05/2023

**Country:** USA

**Ticker:** UNH

**Record Date:** 04/10/2023

**Meeting Type:** Annual

**Primary Security ID:** 91324P102

**Shares Voted:** 13,156

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For
1b	Elect Director Paul Garcia	Mgmt	For	For
1c	Elect Director Kristen Gil	Mgmt	For	For
1d	Elect Director Stephen Hemsley	Mgmt	For	For
1e	Elect Director Michele Hooper	Mgmt	For	For
1f	Elect Director F. William McNabb, III	Mgmt	For	For
1g	Elect Director Valerie Montgomery Rice	Mgmt	For	For
1h	Elect Director John Noseworthy	Mgmt	For	For
1i	Elect Director Andrew Witty	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

## UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Third-Party Racial Equity Audit	SH	Against	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For

## Freepoint-McMoRan, Inc.

**Meeting Date:** 06/06/2023      **Country:** USA      **Ticker:** FCX  
**Record Date:** 04/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 35671D857

**Shares Voted:** 102,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	For
1.5	Elect Director Hugh Grant	Mgmt	For	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	For
1.11	Elect Director John J. Stephens	Mgmt	For	For
1.12	Elect Director Frances Fragos Townsend	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## MercadoLibre, Inc.

**Meeting Date:** 06/07/2023      **Country:** USA      **Ticker:** MELI  
**Record Date:** 04/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** 58733R102

## MercadoLibre, Inc.

Shares Voted: 8,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan Segal	Mgmt	For	For
1.2	Elect Director Mario Eduardo Vazquez	Mgmt	For	For
1.3	Elect Director Alejandro Nicolas Aguzin	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Pistrelli, Henry Martin y Asociados S.R.L., as Auditors	Mgmt	For	For

## Fortinet, Inc.

Meeting Date: 06/16/2023

Country: USA

Ticker: FTNT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 34959E109

Shares Voted: 171,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	For
1.2	Elect Director Michael Xie	Mgmt	For	For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	For
1.4	Elect Director Ming Hsieh	Mgmt	For	For
1.5	Elect Director Jean Hu	Mgmt	For	For
1.6	Elect Director William H. Neukom	Mgmt	For	For
1.7	Elect Director Judith Sim	Mgmt	For	For
1.8	Elect Director Admiral James Stavridis (Ret)	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For



## Parker-Hannifin Corporation

Meeting Date: 10/25/2023

Country: USA

Ticker: PH

Record Date: 09/01/2023

Meeting Type: Annual

Primary Security ID: 701094104

Shares Voted: 23,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lee C. Banks	Mgmt	For	For
1b	Elect Director Jillian C. Evanko	Mgmt	For	For
1c	Elect Director Denise Russell Fleming	Mgmt	For	For
1d	Elect Director Lance M. Fritz	Mgmt	For	For
1e	Elect Director Linda A. Harty	Mgmt	For	For
1f	Elect Director Kevin A. Lobo	Mgmt	For	For
1g	Elect Director Jennifer A. Parmentier	Mgmt	For	For
1h	Elect Director Joseph Scaminace	Mgmt	For	For
1i	Elect Director Ake Svensson	Mgmt	For	For
1j	Elect Director Laura K. Thompson	Mgmt	For	For
1k	Elect Director James R. Verrier	Mgmt	For	For
1l	Elect Director James L. Wainscott	Mgmt	For	For
1m	Elect Director Thomas L. Williams	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

## Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 56,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For

# Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.04	Elect Director Catherine MacGregor	Mgmt	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against
8	Report on Risks of Weapons Development	SH	Against	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Against
10	Publish a Tax Transparency Report	SH	Against	Against
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	Against
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against