

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: 5,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Nancy McKinstry	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Beth E. Mooney	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Paula A. Price	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Arun Sarin	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Julie Sweet	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Tracey T. Travis	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
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
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>				
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>				

Accenture Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	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: 8,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1b	Elect Director Tim Cook	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1c	Elect Director Al Gore	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1e	Elect Director Andrea Jung	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1f	Elect Director Art Levinson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1g	Elect Director Monica Lozano	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1h	Elect Director Ron Sugar	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1i	Elect Director Sue Wagner	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Operations in Communist China	SH	Against	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against	Against

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>					
9	Amend Proxy Access Right	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>					

Agilent Technologies, Inc.

Meeting Date: 03/15/2023 **Country:** USA **Ticker:** A
Record Date: 01/24/2023 **Meeting Type:** Annual
Primary Security ID: 00846U101

Shares Voted: 11,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi K. Kunz	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Susan H. Rataj	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director George A. Scangos	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1.4	Elect Director Dow R. Wilson	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
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 Special Meeting	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Samsung SDI Co., Ltd.

Meeting Date: 03/15/2023 **Country:** South Korea **Ticker:** 006400
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: Y74866107

Shares Voted: 2,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For

Samsung SDI Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Jeon Young-hyeon as Inside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.2	Elect Kwon Oh-gyeong as Outside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.3	Elect Kim Deok-hyeon as Outside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.4	Elect Lee Mi-gyeong as Outside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
3.1	Elect Kwon Oh-gyeong as a Member of Audit Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>				
3.2	Elect Lee Mi-gyeong as a Member of Audit Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>				
4	Elect Choi Won-wook as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	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: 12,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Satish C. Dhanasekaran	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1.2	Elect Director Richard P. Hamada	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				
1.3	Elect Director Paul A. Lacouture	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>				

Keysight Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Kevin A. Stephens	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all director nominees is warranted.</i>					
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

DBS Group Holdings Ltd.

Meeting Date: 03/31/2023 **Country:** Singapore **Ticker:** D05
Record Date: **Meeting Type:** Annual
Primary Security ID: Y20246107

Shares Voted: 39,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final and Special Dividend	Mgmt	For	For	For
3	Approve Directors' Remuneration	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Peter Seah Lim Huat as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
6	Elect Punita Lal as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
7	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
8	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.</i>					
9	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.</i>					
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For

ING Groep NV

Meeting Date: 04/24/2023 **Country:** Netherlands **Ticker:** INGA
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: N4578E595

Shares Voted: 62,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
2C	Approve Remuneration Report	Mgmt	For	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
5	Ratify KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	For	For	For
6	Reelect Tanate Phutrakul to Executive Board	Mgmt	For	For	For
7A	Elect Alexandra Reich to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7B	Elect Karl Guha to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				
7C	Reelect Herna Verhagen to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				
7D	Reelect Mike Rees to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i>				
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	<i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposals would respect commonly used safeguards with regard to volume and duration and the company provided additional guidance on the application of preemptive rights and ensures at least economic compensation for rights unassumed. However, it is not without concern that certain investors might not be able to participate in a rights offering based on their jurisdiction of residence.</i>				
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

NextEra Energy Partners, LP

Meeting Date: 04/24/2023 **Country:** USA **Ticker:** NEP
Record Date: 02/24/2023 **Meeting Type:** Annual
Primary Security ID: 65341B106

Shares Voted: 32,579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan D. Austin	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST non-independent director nominee John Ketchum is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Robert J. Byrne	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST non-independent director nominee John Ketchum is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted.</i>				

NextEra Energy Partners, LP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director John W. Ketchum	Mgmt	For	Against	For
	<p><i>Voter Rationale: ISS's recommendation to vote against is based on policies related to Board independence rather than specific issues with Director Ketchum. Ketchum is the Nextera Energy President and Chief Executive officer and has been instrumental to the success of NEP. Although we do support Board independence generally, and having separate CEO and Chair's, we do not believe a vote against Ketchum as Director is warranted at this time.</i></p> <p><i>Voting Policy Rationale: A vote AGAINST non-independent director nominee John Ketchum is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted.</i></p>				
1d	Elect Director Peter H. Kind	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote AGAINST non-independent director nominee John Ketchum is warranted for failing to establish a board on which a majority of the directors are independent and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted.</i></p>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<p><i>Voter Rationale: We agree with ISS's recommendation to vote against the Executive Compensation on the basis that further detail on the compensation arrangements and practices between its executives and NEE Management, performance metrics for variable and fixed pay, and an estimation as to the portion of the reimbursements that is allocable to NEOs' compensation, would enable shareholders to properly assess the company's say-on-pay proposal.</i></p> <p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the company disclosed some detail regarding the performance equity grant for the year in review, the proxy does not provide sufficient disclosure about other compensation arrangements and practices between the executives and the manager. Without this information, shareholders cannot make a fully-informed decision on this say-on-pay proposal.</i></p>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

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: 2,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>				
1b	Elect Director Robert G. Ashe	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>				
1c	Elect Director Wayne Edmunds	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>				
1d	Elect Director Catherine R. Kinney	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>				
1e	Elect Director Robin L. Matlock	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>				

MSCI Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director C.D. Baer Pettit	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sandy C. Rattray	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Linda H. Riefler	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Marcus L. Smith	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Rajat Taneja	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Paula Volent	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	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: 3,491

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	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4a	Approve Discharge of Management Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>				
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>				
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	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				
8c	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	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	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	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: 7,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Gary S. Guthart	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Amal M. Johnson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Don R. Kania	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Amy L. Ladd	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Alan J. Levy	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Mark J. Rubash	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	For	For
<p><i>Voter Rationale: Increasing transparency on gender pay gap will support more effective ESG disclosures on a material ESG issue. This disclosure is also consistent with other developed markets with legislative requirements such as the UK, Australia and Canada.</i></p> <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the unadjusted median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>					

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: 3,370

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Lauren Brlas	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Ralf H. Cramer	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director J. Kent Masters, Jr.	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Glenda J. Minor	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director James J. O'Brien	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Diarmuid B. O'Connell	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Dean L. Seavers	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1h	Elect Director Gerald A. Steiner	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1i	Elect Director Holly A. Van Deursen	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1j	Elect Director Alejandro D. Wolff	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Albemarle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/04/2023 **Country:** France **Ticker:** SU
Record Date: 05/02/2023 **Meeting Type:** Annual/Special
Primary Security ID: F86921107

Shares Voted: 11,613

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
3	Approve Treatment of Losses and Dividends of EUR 3.15 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	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted * Jean-Pascal Tricoire is entitled to post mandate vesting of ongoing LTIP plans (2021 and 2022) without any prorata temporis. * There is a compensation effect between performance conditions of the 2020 LTIP plan, which, even limited, has for effect to erase partially the impact of Covid19 for FY20.</i>					
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>				
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i>				
13	Reelect Gregory Spierkel as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i>				
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i>				
15	Elect Abhay Parasnis as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i>				
16	Elect Giulia Chierchia as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 13 to 16). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 68.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 84.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 12).</i>				
17	Approve Company's Climate Transition Plan	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>				
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>				

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>				
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>				
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i>				
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>				
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>				
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

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: 9,113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Linda Filler	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Teri List	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Steven M. Rales	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director John T. Schwieters	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1l	Elect Director Alan G. Spoon	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1m	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The board leadership structure is currently comprised of a cumbersome three-headed structure including a lead independent director, a relatively new CEO and a former CEO and company founder who continues to serve as executive chair. In this case, an independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight and also streamline responsibilities. In addition, there are continued pledging concerns at the company suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair. Furthermore, this proposal is not overly prescriptive and would not require an immediate change to the current board leadership structure, providing the board with flexibility to implement an independent chair policy as it sees fit.</i></p>					
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	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: 7,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy 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	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	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	For
<p><i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because they are considered non-contentious.</i></p>					

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Amend Articles Re: AGM Convocation	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because they are considered non-contentious.</i>					
6	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because they are considered non-contentious.</i>					
7	Approve Remuneration Report	Mgmt	For	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	For

Chubb Limited

Meeting Date: 05/17/2023 **Country:** Switzerland **Ticker:** CB
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: H1467J104

Shares Voted: 9,816

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
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>					
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>					
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
<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					
5.2	Elect Director Michael P. Connors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.4	Elect Director Kathy Bonanno	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.5	Elect Director Nancy K. Buese	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.6	Elect Director Sheila P. Burke	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				
5.13	Elect Director Frances F. Townsend	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST incumbent nominating committee members Michael Connors and Fran Townsend are warranted (in the absence of a committee chair) for lack of ethnic or racial diversity on the board. A vote FOR the remaining director nominees is warranted.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	For
<p><i>Voter Rationale: We do not have a standing policy to vote against combined CEO/Chair unless there is a material governance issue which needs to be resolved. In this case, we recognise the long tenure of the Chair, however are comfortable with company performance, governance and outcomes</i></p> <p><i>Voting Policy Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.</i></p>					
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i></p>					
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i></p>					
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i></p>					
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9.1	Amend Articles Relating to Swiss Corporate Law Updates	Mgmt	For	For	For
9.2	Amend Articles to Advance Notice Period	Mgmt	For	For	For
10.1	Cancel Repurchased Shares	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these resolutions are warranted due to a lack of significant concerns.</i></p>					
10.2	Reduction of Par Value	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these resolutions are warranted due to a lack of significant concerns.</i></p>					
11.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 65 Million for Fiscal 2024	Mgmt	For	For	For
11.3	Approve Remuneration Report	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
14	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	Against
<p><i>Voter Rationale: We recently engaged with Chubb to discuss climate action and progress towards reducing financed emissions. We are pleased with the company's progress on these matters and do not believe this resolution is warranted.</i></p> <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better evaluate the company's management of climate-related risks from its underwriting, investment, and insurance activities.</i></p>					
15	Report on Human Rights Risk Assessment	SH	Against	Against	Against

Meeting Date: 05/17/2023

Country: France

Ticker: EL

Record Date: 05/15/2023

Meeting Type: Annual/Special

Primary Security ID: F31665106

Shares Voted: 13,549

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
3	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	Mgmt	For	For	For
4	Ratify Appointment of Mario Notari 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 Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	For	For	For
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>					
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant concern.</i>					
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy applicable to the chairman/CEO (Item 11) is warranted because: * The significant increase of his remuneration is not justified by a convincing rationale; * The performance conditions attached to his termination payment could lead to a pay for failure situation; * His non-compete agreement is irreducible; * The post mandate LTIP is left to the Board's discretion; and * The presence condition attached to the LTIP is automatically fulfilled upon the executives' retirement. A vote FOR the remuneration policy applicable to the Vice-CEO is warranted (Item 12), although the following concerns are raised: * The Vice-CEO's employment contract has not been canceled (only suspended); * Part of his termination agreement is contractual and without performance conditions; * The performance conditions attached to the other part of his termination payment could lead to a pay for failure situation; * The post mandate LTIP is left to the Board's discretion; and * The presence condition attached to the LTIP is automatically fulfilled upon the executives' retirement. The main reason for support is: * If rejected, the company would revert to the previously voted policy that contains the same issues as above.</i>					

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy applicable to the chairman/CEO (Item 11) is warranted because: * The significant increase of his remuneration is not justified by a convincing rationale; * The performance conditions attached to his termination payment could lead to a pay for failure situation; * His non-compete agreement is irreducible; * The post mandate LTIP is left to the Board's discretion; and * The presence condition attached to the LTIP is automatically fulfilled upon the executives' retirement. A vote FOR the remuneration policy applicable to the Vice-CEO is warranted (Item 12), although the following concerns are raised: * The Vice-CEO's employment contract has not been canceled (only suspended); * Part of his termination agreement is contractual and without performance conditions; * The performance conditions attached to the other part of his termination payment could lead to a pay for failure situation; * The post mandate LTIP is left to the Board's discretion; and * The presence condition attached to the LTIP is automatically fulfilled upon the executives' retirement. The main reason for support is: * If rejected, the company would revert to the previously voted policy that contains the same issues as above.</i></p>					
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 16 and 17 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>					
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR the authorizations under Items 16 and 17 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.</i></p>					
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	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: 22,767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Atsushi Abe	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					

ON Semiconductor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Alan Campbell	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas L. Deitrich	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Hassane El-Khoury	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Bruce E. Kiddoo	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gregory Waters	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Christine Y. Yan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	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: 18,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey H. Black	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Nelda J. Connors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Christopher J. Kearney	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Judith F. Marks	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Harold W. McGraw, III	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director John H. Walker	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
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

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: 19,274

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrea E. Bertone	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Edward E. "Ned" Guillet	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Michael W. Harlan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Larry S. Hughes	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Worthing F. Jackman *Withdrawn Resolution*	Mgmt			
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Elise L. Jordan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Waste Connections, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Susan "Sue" Lee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Ronald J. Mittelstaedt	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William J. Razzouk	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	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: 4,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Raymond P. Dolan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kenneth R. Frank	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert D. Hormats	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Grace D. Lieblein	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Craig Macnab	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director JoAnn A. Reed	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Bruce L. Tanner	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Samme L. Thompson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

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: 8,857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nathan Blecharczyk	Mgmt	For	Withhold	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Nathan Blecharczyk and Alfred Lin given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>				
1.2	Elect Director Alfred Lin	Mgmt	For	Withhold	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Nathan Blecharczyk and Alfred Lin given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Ann C. Berzin	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director April Miller Boise	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Mark R. George	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John A. Hayes	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Linda P. Hudson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Myles P. Lee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David S. Regnery	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Melissa N. Schaeffer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director John P. Surma	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
6	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	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: 2,844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Paul Garcia	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Kristen Gil	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Stephen Hemsley	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michele Hooper	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director F. William McNabb, III	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John Noseworthy	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Andrew Witty	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Against
	<i>Voter Rationale: Given the Board has already limited severance packages to less than 2.99 times the sum of the executive's base salary plus target short-term bonus, we do not think there is value in this proposal. We support the intent to limit severance and avoid 'golden parachutes' for terminated executives but don't think this particular proposals adds anything further.</i>				
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations. BACKGROUND INFORMATION Policies: Political Spending & Lobbying Activities</i>				

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted. The company's severance policy establishes a reasonable limit on cash severance. However, the proxy does not disclose a policy or requirement that payments in excess of amounts provided under the policy are subject to shareholder approval. Without such a requirement, shareholders do not have adequate assurances that the company's current practice safeguards against excessive severance payments.</i>					

MercadoLibre, Inc.

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

Shares Voted: 1,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan Segal	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Mario Eduardo Vazquez	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Alejandro Nicolas Aguzin	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Pistrelli, Henry Martin y Asociados S.R.L., as Auditors	Mgmt	For	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: 35,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Michael Xie	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					

Fortinet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Ming Hsieh	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Jean Hu	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director William H. Neukom	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Judith Sim	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Admiral James Stavridis (Ret)	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/27/2023

Country: USA

Ticker: MA

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 7,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Candido Bracher	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Michael Miebach	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Youngme Moon	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Harit Talwar	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Lance Ugгла	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Overseeing Risks Related to Discrimination	SH	Against	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	Against	Against
8	Report on Lobbying Payments and Policy	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>				
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against	Against

The Procter & Gamble Company

Meeting Date: 10/10/2023

Country: USA

Ticker: PG

Record Date: 08/11/2023

Meeting Type: Annual

Primary Security ID: 742718109

Shares Voted: 15,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1b	Elect Director Brett Biggs	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1d	Elect Director Angela F. Braly	Mgmt	For	For	For
	<i>Voter Rationale: ISS has highlighted an important issue related to the company's deforestation policy and lack of action following ongoing shareholder feedback. We are monitoring this issue closely and is a topic as part of our ongoing engagement with the business.</i>				
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1e	Elect Director Amy L. Chang	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1f	Elect Director Joseph Jimenez	Mgmt	For	For	For
	<i>Voter Rationale: ISS has highlighted an important issue related to the company's deforestation policy and lack of action following ongoing shareholder feedback. We are monitoring this issue closely and is a topic as part of our ongoing engagement with the business.</i>				
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1h	Elect Director Debra L. Lee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1i	Elect Director Terry J. Lundgren	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Christine M. McCarthy	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1k	Elect Director Jon R. Moeller	Mgmt	For	For	For
	<i>Voter Rationale: ISS has highlighted an important issue related to the company's deforestation policy and lack of action following ongoing shareholder feedback. We are monitoring this issue closely and is a topic as part of our ongoing engagement with the business.</i>				
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
1n	Elect Director Patricia A. Woertz	Mgmt	For	For	For
	<i>Voter Rationale: ISS has highlighted an important issue related to the company's deforestation policy and lack of action following ongoing shareholder feedback. We are monitoring this issue closely and is a topic as part of our ongoing engagement with the business.</i>				
	<i>Voting Policy Rationale: Support is warranted, with caution, for Angela Braly, Joseph Jimenez, Jon Moeller, and Patricia Woertz in light of ongoing concerns regarding the company's management of its risks related to deforestation. Support for the other director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	SH	Against	Against	Against
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	For	Against
	<i>Voter Rationale: We do not believe the proposal provides any meaningful benefits to shareholders and limits the Boards ability to make decisions in the best interest of shareholders in the future.</i>				
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the board has not unilaterally adopted any problematic advance notice provisions in the Code of Regulations, the proposal is considered to be narrowly tailored to prevent unilateral adoption only of highly restrictive provisions to which shareholders have objected at other companies.</i>				

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Primary Security ID: 594918104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.03	Elect Director Teri L. List	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	Against	Against

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
10	Publish a Tax Transparency Report	SH	Against	Against	Against
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	Against
<p><i>Voter Rationale: This proposal is requesting the Board commission a public report assessing data center expansion in countries of significant human rights concern, and action towards mitigating these impacts. We note that the media and some human rights organisations have identified this issue in recent months. While we recognise the cause for concern more broadly in regions such as Saudi Arabia, we are supportive of Microsoft's public statement on this specific matter and believe that this issue holds the attention of the Board and management teams. While we agree that specifics on due diligence outcomes may be useful to include in the position statement and related human rights disclosures in future, we feel that the proposal itself is currently disproportionate to the issue raised. We will continue to monitor this given Microsoft's expansion plans, but believe an additional report on this risk is not warranted when considering Microsoft's current management practices and commitment to respect human rights.</i></p>					
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i></p>					
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against