Proxy Voting Record

Issuer Name	Ticker	Security ID	Meeting Date	ProposalText	Proponent	Voted?	How Voted?	For/Against Management?
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect Larry Page	Mgmt	Voted	For	For
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect Sergey Brin	Mgmt	Voted	For	For
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect Sundar Pichai	Mgmt	Voted	For	For
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect John L. Hennessy	Mgmt	Voted	Against	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect Frances H. Arnold	Mgmt	Voted	Against	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect R. Martin Chavez	Mgmt	Voted	For	For
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect L. John Doerr	Mgmt	Voted	Against	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect Roger W. Ferguson, Jr.	Mgmt	Voted	For	For
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect K. Ram Shriram	Mgmt	Voted	Against	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Elect Robin L. Washington	Mgmt	Voted	Against	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Ratification of Auditor	Mgmt	Voted	Against	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	ShrHoldr	Voted	Against	For
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	ShrHoldr	Voted		For
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Technologies	ShrHoldr	Voted	Against For	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07		ShrHoldr	Voted		For
		C2428P101	2024-06-07	Shareholder Proposal Regarding Disclosure of Director Donations	ShrHoldr	Voted	Against	For
Alphabet Inc.	GOOGL			Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options			Against	
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Voted	For	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Recapitalization	ShrHoldr	Voted	For	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproductive Health Care	ShrHoldr	Voted	For	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight of Al	ShrHoldr	Voted	For	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Report on Al Misinformation and Disinformation	ShrHoldr	Voted	For	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Human Rights Impact Assessment of Al-Driven Targeted Advertising	ShrHoldr	Voted	For	Against
Alphabet Inc.	GOOGL	C2428P101	2024-06-07	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	ShrHoldr	Voted	For	Against
Apple Inc.	AAPL	037833100	2024-02-28	Elect Wanda M. Austin	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Elect Timothy D. Cook	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Elect Alex Gorsky	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Elect Andrea Jung	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Elect Arthur D. Levinson	Mgmt	Voted	Against	Against
Apple Inc.	AAPL	037833100	2024-02-28	Elect Monica C. Lozano	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Elect Ronald D. Sugar	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Elect Susan L. Wagner	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Ratification of Auditor	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
Apple Inc.	AAPL	037833100	2024-02-28	Shareholder Proposal Regarding EEO Policy Risk Report	ShrHoldr	Voted	Against	For
Apple Inc.	AAPL	037833100	2024-02-28	Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Content	ShrHoldr	Voted	Against	For
	AAPL	037833100	2024-02-28		ShrHoldr	Voted	For	Against
Apple Inc.	AAPL	037833100	2024-02-28	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Voted	For	
Apple Inc.				Shareholder Proposal Regarding Report on Use of Artificial Intelligence				Against
Apple Inc.	AAPL	037833100	2024-02-28	Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Policies	ShrHoldr	Voted	Against	For
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Michael J. Arougheti	Mgmt	Voted	Against	Against
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Ashish Bhutani	Mgmt	Voted	For	For
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Antoinette C. Bush	Mgmt	Voted	Against	Against
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect R. Kipp deVeer	Mgmt	Voted	For	For
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Paul G. Joubert	Mgmt	Voted	For	For
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect David B. Kaplan	Mgmt	Voted	For	For
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Michael Mark Lynton	Mgmt	Voted	For	For
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Eileen Naughton	Mgmt	Voted	For	For
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Judy Olian	Mgmt	Voted	Against	Against
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Antony P. Ressler	Mgmt	Voted	Against	Against
Ares Management Corporation	ARES	03990B101	2024-06-04	Elect Bennett Rosenthal	Mgmt	Voted	For	For
Ares Management Corporation	ARES	03990B101	2024-06-04	Ratification of Auditor	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Remuneration Report	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Accounts and Reports	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Allocation of Dividends	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Ratification of Management Board Acts	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Ratification of Supervisory Board Acts	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Long-term Incentive Plan; Authority to Issue Shares	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Elect Annet P. Aris to the Supervisory Board	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Elect D. Mark Durcan to the Supervisory Board	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210 N07059210	2024-04-24	Elect Warren A. East to the Supervisory Board		Voted	For	For
	ASML	N07059210 N07059210	2024-04-24		Mgmt	Voted	For	For
ASML Holding N.V.				Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Mgmt			
ASML Holding N.V.	ASML	N07059210	2024-04-24	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Authority to Repurchase Shares	Mgmt	Voted	For	For
ASML Holding N.V.	ASML	N07059210	2024-04-24	Cancellation of Shares	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505591	2024-04-24	Elect Sharon L. Allen	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505591	2024-04-24	Elect Jose E. Almeida	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505591	2024-04-24	Elect Pierre J. P. de Weck	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505591	2024-04-24	Elect Arnold W. Donald	Mgmt	Voted	For	For

Proxy Voting Record

Issuer Name	Ticker BAC	Security ID	Meeting Date	Proposal Text	Proponent	Voted?	How Voted?	For/Against Management?
Bank of America Corporation		060505591	2024-04-24	Elect Linda P. Hudson	Mgmt	Voted	For	For
Bank of America Corporation  Bank of America Corporation	BAC	060505591 060505591	2024-04-24 2024-04-24	Elect Monica C. Lozano Elect Brian T. Moynihan	Mgmt Mgmt	Voted Voted	For For	For For
	BAC	060505591	2024-04-24	Flect Lionel L. Nowell. III		Voted	For	For
Bank of America Corporation  Bank of America Corporation	BAC	060505591	2024-04-24	Elect Denise L. Ramos	Mgmt Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505591	2024-04-24	Elect Clayton S. Rose	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505591	2024-04-24	Elect Michael D. White	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505551	2024-04-24	Elect Thomas D. Woods	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505591	2024-04-24	Elect Maria T. Zuber	Mgmt	Voted	Against	Against
Bank of America Corporation	BAC	060505591	2024-04-24	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505551	2024-04-24	Ratification of Auditor	Mgmt	Voted	Against	Against
Bank of America Corporation	BAC	060505551	2024-04-24	Amendment to the Bank of America Corporation Equity Plan	Mgmt	Voted	For	For
Bank of America Corporation	BAC	060505591	2024-04-24	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	ShrHoldr	Voted	Against	For
Bank of America Corporation	BAC	060505591	2024-04-24	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	ShrHoldr	Voted	For	Against
Bank of America Corporation	BAC	060505591	2024-04-24	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	ShrHoldr	Voted	For	Against
Bank of America Corporation	BAC	060505591	2024-04-24	Shareholder Proposal Regarding Right to Act by Written Consent	ShrHoldr	Voted	Against	For
Bank of America Corporation	BAC	060505591	2024-04-24	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Voted	For	Against
Bank of America Corporation	BAC	060505591	2024-04-24	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	ShrHoldr	Voted	For	Against
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Diane M. Bryant	Mgmt	Voted	Against	Against
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Gayla J. Delly	Mgmt	Voted	For	For
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Kenneth Y. Hao	Mgmt	Voted	For	For
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Eddy W. Hartenstein	Mgmt	Voted	Against	Against
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Check Kian Low	Mgmt	Voted	Against	Against
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Justine F. Page	Mgmt	Voted	For	For
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Henry S. Samueli	Mgmt	Voted	For	For
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Hock E. Tan	Mgmt	Voted	For	For
Broadcom Inc.	AVGO	11135F101	2024-04-22	Elect Harry L. You	Mgmt	Voted	Against	Against
Broadcom Inc.	AVGO	11135F101	2024-04-22	Restification of Auditor	Mgmt	Voted	For	For
Broadcom Inc.	AVGO	11135F101	2024-04-22	Advisory Vote on Executive Compensation	Mgmt	Voted	Against	Against
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Fleet L. Jay Cross	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect Gordon A.M. Currie	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect Real L. Diamond	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect Diane Kazarian	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect Karen Kinsley	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect R. Michael Latimer	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect Nancy H.O. Lockhart	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect Dale R. Ponder	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect Qi Tang	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Elect Cornell Wright	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Appointment of Auditor and Authority to Set Fees	Mgmt	Voted	For	For
Choice Properties Real Estate Investment Trust	CHP.UN	17039A106	2024-04-25	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Susan L. Decker	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Kenneth D. Denman	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Helena B. Foulkes	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Richard A. Galanti	Mgmt	Voted	Against	Against
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Hamilton E. James	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect W. Craig Jelinek	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Salty Jewell	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Jeffrey S. Raikes	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect John W. Stanton	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Ron M. Vachris	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Elect Mary Agnes Wilderotter	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Ratification of Auditor	Mgmt	Voted	Against	Against
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
Costco Wholesale Corporation	COST	22160K105	2024-01-18	Shareholder Proposal Regarding Audited Report on Carbon Emission Relevance	ShrHoldr	Voted	Against	For
Deere & Company	DE	244199105	2024-02-28	Elect Leanne G. Caret	Mgmt	Voted	Against	Against
Deere & Company	DE	244199105	2024-02-28	Elect Tamra A. Erwin	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect Alan C. Heuberger	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect L. Neil Hunn	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect Michael O. Johanns	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect Clayton M. Jones	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect John C. May	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect Gregory R. Page	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect Shery M. Smith	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect Dmitri L. Stockton	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Elect Sheila G. Talton	Mgmt	Voted	For	For
Deere & Company	DE	244199105	2024-02-28	Advisory Vote on Executive Compensation	Mgmt	Voted	Against	Against
rany.				The state of the s				

Proxy Voting Record

Issuer Name	Ticker	Security ID	Meeting Date	Proposal Text	Proponent	Voted?	How Voted?	For/Against Management?
Deere & Company	DE	244199105	2024-02-28	Ratification of Auditor	Mgmt	Voted	Against	Against
Deere & Company	DE	244199105	2024-02-28	Shareholder Proposal Regarding Sustainability Congruency Report	ShrHoldr	Voted	Against	For
Deere & Company	DE	244199105	2024-02-28	Shareholder Proposal Regarding Civil Rights Audit	ShrHoldr	Voted	Against	For
Deere & Company	DE	244199105	2024-02-28	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Voted	For	Against
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Craig Arnold	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Silvio Napoli	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Gregory R. Page	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Sandra Pianalto	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Robert V. Pragada	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Lori J. Ryerkerk	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Gerald B. Smith	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Dorothy C. Thompson	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Elect Darryl L. Wilson	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Appointment of Auditor and Authority to Set Fees	Mgmt	Voted	Against	Against
Eaton Corporation plc	ETN	278058102	2024-04-24	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Authority to Issue Shares w/ Preemptive Rights	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Authority to Issue Shares w/o Preemptive Rights	Mgmt	Voted	For	For
Eaton Corporation plc	ETN	278058102	2024-04-24	Authority to Repurchase Shares	Mgmt	Voted	For	For
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Non-Voting Meeting Note	N/A	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Accounts and Reports	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Compensation Report	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Report on Non-Financial Matters	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Advisory Vote on Climate Report	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Ratification of Board and Management Acts	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Allocation of Profits; Dividend from Reserves	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Allocation of Profits; Dividend from Reserves	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Jan Jenisch as Board Chair	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Philippe Block	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Kim Fausing	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Leanne Geale	Mgmt	Take No Action	TNA	N/A N/A
Holcim Ltd Holcim Ltd	HOLN HOLN	H3816Q102 H3816Q102	2024-05-08	Elect Naina Lal Kidwai Elect Ilias Laber	Mgmt	Take No Action Take No Action	TNA	N/A N/A
Holcim Ltd Holcim Ltd			2024-05-08		Mgmt		TNA	N/A N/A
	HOLN HOLN	H3816Q102 H3816Q102	2024-05-08	Elect Jurg Oleas	Mgmt	Take No Action	TNA	N/A N/A
Holcim Ltd Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Claudia Sender Ramirez Elect Hanne Birgitte Breinbjerg Sorensen	Mgmt Mgmt	Take No Action Take No Action	TNA	N/A N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Catrin Hinkel	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Michael H. McGarry	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Ilias Laber as Nominating, Compensation and Governance Committee Member	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Jurg Oleas as Nominating, Compensation and Governance Committee Member	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Claudia Sender Ramirez as Nominating, Compensation and Governance Committee Member	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Hanne Birgitte Breinbjerg Sorensen as Nominating, Compensation and Governance Committee Member	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Elect Michael H. McGarry as Nominating, Compensation and Governance Committee Member	Mgmt	Take No Action	TNA	N/A
Holcim I td	HOLN	H3816Q102	2024-05-08	Appointment of Auditor	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Appointment of Independent Proxy	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Board Compensation	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Executive Compensation (Total)	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Transaction of Other Business	Mgmt	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Non-Voting Meeting Note	N/A	Take No Action	TNA	N/A
Holcim Ltd	HOLN	H3816Q102	2024-05-08	Non-Voting Meeting Note	N/A	Take No Action	TNA	N/A
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Linda B. Bammann	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Stephen B. Burke	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Todd A. Combs	Mgmt	Voted	Against	Against
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Alicia Boler Davis	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect James Dimon	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Alex Gorsky	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Mellody Hobson	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Phebe N. Novakovic	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Virginia M. Rometty	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Elect Mark A. Weinberger	Mgmt	Voted	Against	Against
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Amendment to the Long-Term Incentive Plan	Mgmt	Voted	For	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Ratification of Auditor	Mgmt	Voted	Against	Against
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Voted	For	Against
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Shareholder Proposal Regarding Audit of Climate Transition Policies	ShrHoldr	Voted	Against	For
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	ShrHoldr	Voted	For	Against
				Shareholder Proposal Regarding Proxy Voting Review	ShrHoldr	Voted	For	Against
JPMorgan Chase & Co.	JPM	46625H100	2024-05-21	Shareholder Proposal Regarding Proxy Voting Review	SIII TOLUI	voteu	101	Against

Proxy Voting Record July 1, 2023 to June 30, 2024

Program   Control   Cont						т		T	T =
Programmer   Pro	Issuer Name	Ticker	Security ID	Meeting Date	Proposal Text	Proponent	Voted?	How Voted?	For/Against Management?
Section   Sect									U
Seminary Landanie III									
Western   Communication   Co	,				and the second s	Ü			
Amende Centerron, Jour Palmer SE.  F. P. FARESTER, 200 Sept. 19 (1998)  F. FARESTER, 200 Sept. 19 (1998)  F. FARESTER, 200 Sept. 1999  F. FARESTER, 200 Sept. 199									
Medical Excess (as a Wilner SE   Medical									
Medical Commons   1905   1906   190	,								
American Service Maries SE									
West   Processor   Communication   Communica									
American Control March 1985   1985									
Medical Content of the National Content of the Natio					Appointment of Auditor for Sustainability Reporting (Deloitte)		Voted	For	
Marchet   Marc	Lvmh Moet Hennessy Louis Vuitton SE								
Agent (1995)  Ag	Lvmh Moet Hennessy Louis Vuitton SE	MC	F58485115	2024-04-18	2023 Remuneration of Bernard Arnault, Chair and CEO	Mgmt	Voted	Against	Against
with Note Trestensing Code Williams (2)  Well (2)  Feed	Lvmh Moet Hennessy Louis Vuitton SE	MC	F58485115	2024-04-18	2023 Remuneration of Antonio Belloni, Deputy CEO		Voted	Against	Against
with Not-Interespect and with Mars 2 MC PSSSSSSSSS 2034-04-19. Adjusted from Note Networks (1984-1984) 1985-1985-1985-1985-1985-1985-1985-1985-	Lvmh Moet Hennessy Louis Vuitton SE	MC	F58485115	2024-04-18	2024 Remuneration Policy (Board of Directors)	Mgmt	Voted	For	For
with Most Fernancy Land Watters (2) P. C. Fissberg 15. 2024-64.19. Authors (2) Per Form Most Members (2) Per Ver Pr Pr Form Most Members (2) Per Ver Pr	Lvmh Moet Hennessy Louis Vuitton SE	MC	F58485115	2024-04-18	2024 Remuneration Policy (Chair and CEO)	Mgmt	Voted	Against	Against
Medical Section   March 19   M	Lvmh Moet Hennessy Louis Vuitton SE	MC	F58485115	2024-04-18	2024 Remuneration Policy (Deputy CEO)	Mgmt	Voted	Against	Against
will Mode Clear March San March San Micro Micro Micro Micro March San March San Micro Micro Micro Micro Micro March San Mar	Lvmh Moet Hennessy Louis Vuitton SE	MC	F58485115	2024-04-18	Authority to Repurchase and Reissue Shares	Mgmt	Voted	For	
Membershesses  out Number   Mor   Mort   Mort   For   For   Mort   Mort   Mort   For   For   For   Mort   Mort   Mort   Mort   For   For   For   Mort   Mo	Lvmh Moet Hennessy Louis Vuitton SE	MC	F58485115	2024-04-18	Authority to Cancel Shares and Reduce Capital	Mgmt	Voted	For	For
with Month Friendersol (sold Withfort SE )	Lvmh Moet Hennessy Louis Vuitton SE				Authority to Issue Performance Shares	Mgmt	Voted	Against	Against
Margin   M	Lvmh Moet Hennessy Louis Vuitton SE				Employee Stock Purchase Plan	Mgmt	Voted	For	
Memory   M									
META	Meta Platforms, Inc.					Mgmt	Voted		Against
META	Meta Platforms, Inc.								
MEAN	Meta Platforms, Inc.								
Meta   Marchann, Nuc.   MeTa   2002/04/102   2004-06-09   Receivable C. Elan   Megat   Valed   For   For   Nether Platforms, Nuc.   MeTa   2003/04/102   2004-06-09   Receivable C. Elan   Megat   Valed   For   For   For   Meta   Met	Meta Platforms, Inc.				Elect Andrew W. Houston	Mgmt		Withhold	•
Meta Platforms, Inc.   Met   Meta	Meta Platforms, Inc.								
Meta Palations, Inc.   MeTa   30000M102   2024-05-20   Best Trivey   Travis   Meta Palations, Inc.   MeTa   30000M102   2024-05-20   Best Trivey   Travis   Meta Palations, Inc.   MeTa   30000M102   2024-05-20   Best Trivey   Travis   Meta Palations, Inc.   MeTa   30000M102   2024-05-20   Best Trivey   Travis   Meta Palations, Inc.   MeTa   30000M102   2024-05-20   Best Trivey   Meta Palations, Inc.   MeTa   30000M102   2024-05-20   Best Trivey   Meta Palations, Inc.   MeTa   30000M102   2024-05-20									
Heta Platforms, Inc.   META   300334192   2026-62-92   East Tony, Yu.   For retail Platforms, Inc.   META   300334192   2026-62-92   Reafficiation of Auditor   Meta Platforms, Inc.   META   300334192   2026-62-92   Reafficiation of Auditor   Meta Platforms, Inc.   META   300334192   2026-62-92   Reafficiation of Auditor   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to the 2012 Equip Incentive Plant   Meta Platforms, Inc.   META   300334192   2026-62-92   Amendment to Platforms   Meta Platforms, Inc.   META   300334192   2026-62-92   Shareholder Proposal Regarding Molecular of Library Platforms   Meta Platforms, Inc.   META   300334192   2026-62-92   Shareholder Proposal Regarding Molecular of Library Platforms   Meta Platforms, Inc.   META   300334192   2026-62-92   Shareholder Proposal Regarding Molecular of Library Platforms   Meta Platforms, Inc.   META   300334192   2026-62-92   Shareholder Proposal Regarding Molecular of Library Platforms   Meta Platforms, Inc.   META   300334192   2026-62-92   Shareholder Proposal Regarding Molecular of Library Platforms   Meta Platforms, Inc.   META   30033									· ·
Inter Patients, Inc.   META   3003341102   2020-05-29   Self-thank Zucknehning   Member   M									· ·
Internations   Inc.									· ·
Internations   META   30303M102   2024-05-20   Amendment to Certificate of Incoporation to Limiter Hashbrings   Memory									
Memplationss.   Memplationss									
Internations   Inc.   META   3030991102   3024-05-29   Shareholder Proposal Regarding Recordalization   Shirt-fold   Voted   For   Against the Platforms, Inc.   META   3030991102   3024-05-29   Shareholder Proposal Regarding Platforms and Distribution   Shirt-fold   Voted   For   Against the Platforms, Inc.   META   3030991102   3024-05-29   Shareholder Proposal Regarding Disclosure of Vote Results by Share Class   Shirt-fold   Voted   For   Against the Platforms, Inc.   META   3030991102   3024-05-29   Shareholder Proposal Regarding Report on Human Register   Shareholder Proposal Regarding Report on Human Register   Shareholder Proposal Regarding Report on Human Register   Shareholder Proposal Regarding Human Register Internation   Shareholder Proposal Regarding Human Register Internation   Shareholder   Voted   For   Against test   Platforms, Inc.   META   3030991102   3024-05-29   Shareholder Proposal Regarding Human Register Internation   Shareholder   Voted   For   Against test   Platforms, Inc.   META   3030991102   3024-05-29   Shareholder Proposal Regarding Human Register Internation   Shareholder   Voted   For   Against test   Platforms, Inc.   META   3030991102   3024-05-29   Shareholder Proposal Regarding Human Register Internation   Shareholder   Voted   For   Against test   Platforms, Inc.   META   3030991102   3024-05-29   Shareholder Proposal Regarding Regord on Platforms   Platform					·				
Internations   META   30300M102   2024-05-20   Shareholder Proposal Regarding Report on A Misinformation   Shareholder   Against Internation   META   30300M102   2024-05-20   Shareholder Proposal Regarding Resource   META   Shareholder Proposal Regarding Resource   META   Shareholder Proposal Regarding Resource   META   Shareholder   META   30300M102   2024-05-20   Shareholder Proposal Regarding Resource   META   Shareholder   META	-								U
Internations, Inc.   Inc.   META   3003/M1902   2024-05-29   Shareholder Proposal Regarding Report on Human Right Risks in Nor-LS Markets   Shribidir   Vieted   For   Against Internations, Inc.   META   3003/M1902   2024-05-29   Shareholder Proposal Regarding Report on Human Right Risks in Nor-LS Markets   Shribidir   Vieted   For   Against Internations, Inc.   META   3003/M1902   2024-05-29   Shareholder Proposal Regarding Report on Human Right Risks in Nor-LS Markets   Shribidir   Vieted   For   Against Internations, Inc.   META   3003/M1902   2024-05-29   Shareholder Proposal Regarding Risks in Nor-LS Markets   Shribidir   Vieted   For   Against Internations, Inc.   META   3003/M1902   2024-05-29   Shareholder Proposal Regarding Risks in Nor-LS Markets   Shribidir   Vieted   For   Against Internations, Inc.   META   3003/M1902   2024-05-29   Shareholder Proposal Regarding Risks in Risks   Total									
META   S03394102   2024-05-20   Shareholder Proposal Regarding Rehord in Human Rights Risks in Non-U.S. Markets   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Richwing Lead Independent Director to Sal Agenda   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Richwing Lead Independent Director to Sal Agenda   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Report on Child Safety Impacts   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Report on Child Safety Impacts   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Report on Child Safety Impacts   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Report on Child Safety Impacts   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Report on Child Safety Impacts   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Report on Research   ShrHold   Voted   Fer   Against telea Platforms, Inc.   META   S03394102   2024-05-20   Shareholder Proposal Regarding Report on Research   Memale   Voted   Fer									
META   30309M102   2024-05-29   Shareholder Proposal Regarding Human Rights Impact Assessment of All Need in Targeted Advertising   Shrivloid   For   Against teal Pattorns, Inc.   META   30309M102   2024-05-29   Shareholder Proposal Regarding Human Rights Impact Assessment of All Need in Targeted Advertising   Shrivloid   Voted   For   Against teal Pattorns, Inc.   META   30309M102   2024-05-29   Shareholder Proposal Regarding Fargusts and Report on Child Safety Impacts   Shrivloid   Need   For   Against   For   Agains	-								
META   30303M102   2040-5-29   Shareholder Proposal Regarding Lyman Rights Impact Assessment of Al Used in Targeted Advertising   ShrHoldr   Voted   For   Against tete Platforms, Inc.   META   30303M102   2040-5-29   Shareholder Proposal Regarding Largests and Report on Child Schled Platforms, Inc.   META   30303M102   2040-5-29   Shareholder Proposal Regarding Largests and Report on Child Schled Platforms, Inc.   META   30303M102   2040-5-29   Shareholder Proposal Regarding Lybra on Minimum Age for Social Media   ShrHoldr   Voted   Against   For   Report on Child Schled Proposal Regarding Lybra on Minimum Age for Social Media   ShrHoldr   Voted   For   Against   Record on Children Proposal Regarding Lybra on Minimum Age for Social Media   ShrHoldr   Voted   For   Against   Record on Children Proposal Regarding Lybra on Minimum Age for Social Media   ShrHoldr   Voted   For   Against   Record on Children Proposal Regarding Lybra on Minimum Age for Social Media   ShrHoldr   Voted   For   Against   Record on Proposal Regarding Lybra on Minimum Age for Social Media   ShrHoldr   Voted   For   Against   Record on Proposal Regarding Lybra on Minimum Age for Social Media   ShrHoldr   Voted   For   Against   Record on Proposal Regarding Lybra on Minimum Age for Social Media   ShrHoldr   Voted   For									-
META   30303M102   2024-05-29   Shareholder Proposal Regarding Targets and Report on Child Safely Impacts									U
META   383034102   2024-05-29   Sameholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media   Sameholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media   Sameholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media   Sameholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media   Sameholder Proposal Regarding Report and Advisory Vote on Proposal Regarding Report and Media Report Scientific Advisory Vote on Proposal Regarding Report and Comparation Proposal Regarding Report and Advisory Vote on Proposal Regarding Report and Comparation P									
META   30003M102   2024-05-29   Shareholder Proposal Regarding Report on Prohibiting Political Advertising and Restoring Ethanecal Actions   Shrholdir   Voted   For   Against   Lete Platforms, Inc.   META   30003M102   2024-05-29   Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment   Shrholdir   Voted   For   Against   Lete Platforms, Inc.   Memily   Voted   For   Against   Lete Platforms, Inc.   Memily   Voted   For   Against   Lete Platforms, Inc.   Memily   Voted   For   For   Lete Platforms, Inc.									
META   30303M102   2024-65-28   Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment   ShrHoldr   Voted   For   Against									
Identification   MSFT   594918104   2023-12-07   Elect Reid G. Hoffman   MSFT   594918104   2023-12-07   Elect Reid G. Hoffman   MSFT   594918104   2023-12-07   Elect Tein L. List   Mgmt   Voted   For									
Incresoft Corporation									
Identification   MSFT   594918104   2023-12-07   Elect Tent List   Mgmt   Voted   For   For   For   Identification   MSFT   594918104   2023-12-07   Elect Catherine MacGregor   Mgmt   Voted   For   For   For   Identification   MSFT   594918104   2023-12-07   Elect Mark Mason   Mgmt   Voted   For   For   For   Identification   MSFT   594918104   2023-12-07   Elect Mark Mason   Mgmt   Voted   For   For   For   Identification   MSFT   594918104   2023-12-07   Elect Sandra E-Peterson   Mgmt   Voted   For   For   For   Identification   MSFT   594918104   2023-12-07   Elect Sandra E-Peterson   Mgmt   Voted   For   For   For   Identification   MSFT   594918104   2023-12-07   Elect Carles Notinguez   Mgmt   Voted   For   For   For   For   Mgmt   Voted   For									
Incresoft Corporation	Microsoft Corporation								
Iderosoft Corporation	Microsoft Corporation								
Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Sardra E. Peterson Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Sardra E. Peterson Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Pennys Pritzker Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Emma N. Walmsley Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Emma N. Walmsley Mgmt Voted For For Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Median Compensation all Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Covernment Takedown Requests ShrHoldr Voted For Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Cimate Risk in Employee Retirement Options ShrHoldr Voted For Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Cimate Risk in Employee Retirement Options ShrHoldr Voted For Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Reg	Microsoft Corporation								
Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Pandy S. Pritzker Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Elect Pandy S. Pritzker Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Elect John W. Stanton Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Elect John W. Stanton Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Advisory Vote on Executive Compensation Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted For For Incrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted Mgmt Voted Against Against Incrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Incrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Incrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted For Against Incrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Guiznet Risk in Employee Retirement Options ShrHoldr Voted For Against Incrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Incrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Incros	Microsoft Corporation				Elect Satya Nadella		Voted	For	
Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Penny S. Pritzker Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect John W. Stanton Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect John W. Stanton Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Emma N. Walmsley Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Emma N. Walmsley Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Advisory Vote on Executive Compensation Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted Ngmt Voted 1 Year For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Ratification of Auditor Mgmt Voted Against Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care Shri-Holdr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests Shri-Holdr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests Shri-Holdr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Clumate Risk In Employee Retirement Options Shri-Holdr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Clumate Risk In Employee Retirement Options Shri-Holdr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Clumate Risk In Employee Retirement Options Shri-Holdr	Microsoft Corporation								
Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Carlos A. Rodriguez Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Charles W. Scharf Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Charles W. Scharf Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Charles W. Scharf Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Emma N. Walmsley Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Emma N. Walmsley Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Radisony Vote on Executive Compensation Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Radification of Auditor MsFT S94918104 2023-12-07 Radification of Auditor MsFT S94918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report MsFT S94918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Clumate Risk in Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Clumate Risk in Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Sharehold	Microsoft Corporation	MSFT	594918104	2023-12-07	Elect Penny S. Pritzker		Voted	For	For
Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Charles W. Scharf Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect John W. Stanton Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect John W. Stanton Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect John W. Walmsley Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Advisory Vote on Executive Compensation Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted I Year For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted I Year For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12	Microsoft Corporation	MSFT	594918104	2023-12-07	Elect Carlos A. Rodriguez		Voted	For	For
Hicrosoft Corporation MSFT 594918104 2023-12-07 Elect Emma N. Walmsley Mgmt Voted For For Horizosoft Corporation MSFT 594918104 2023-12-07 Advisory Vote on Executive Compensation Mgmt Voted For For Horizosoft Corporation MSFT 594918104 2023-12-07 Fequency of Advisory Vote on Executive Compensation Mgmt Voted For For Horizosoft Corporation MSFT 594918104 2023-12-07 Factor of Advisory Vote on Executive Compensation Mgmt Voted Against Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Ratification of Auditor Mgmt Voted Against Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report Median Compensation Against For Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Incrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Clumate Risk in Employee Retirement Options ShrHoldr Voted For Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Hicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency Sh	Microsoft Corporation								
Ilicrosoft Corporation MSFT 594918104 2023-12-07 Elect Emma N. Walmsley Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted For For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted 1 Year For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Ratification of Auditor Mgmt Voted Against MSFT 594918104 2023-12-07 Ratification of Auditor Mgmt Voted Against MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report MSFT Shareholder Proposal Regarding EEO Policy Risk Report MSFT Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted For Against Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Clurate Risk In Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation ShrHoldr Voted For Against Ilicrosoft Corporation MSFT Shareholder Proposal Regarding Report on Tax Transparency ShrH	Microsoft Corporation			2023-12-07	Elect John W. Stanton	Mgmt	Voted	For	
flicrosoft Corporation MSFT 594918104 2023-12-07 Frequency of Advisory Vote on Executive Compensation Mgmt Voted 1 Year For flicrosoft Corporation MSFT 594918104 2023-12-07 Ratification of Auditor Mgmt Voted Against Against Incresoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report Shreport ShrHoldr Noted Against For flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted For Against Incresoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk in Employee Retirement Options ShrHoldr Voted For Against Incresoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against ShrHoldr Voted For Against New York	Microsoft Corporation	MSFT	594918104	2023-12-07	Elect Emma N. Walmsley		Voted	For	For
ilicrosoft Corporation MSFT 594918104 2023-12-07 Ratification of Auditor Mgmt Voted Against Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report ShrHoldr Noted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation ShrHoldr Voted For	Microsoft Corporation	MSFT	594918104	2023-12-07	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
ilicrosoft Corporation MSFT 594918104 2023-12-07 Ratification of Auditor Mgmt Voted Against Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report ShrHoldr Noted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation ShrHoldr Voted For Against Ilicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Ilicrosoft Corporation ShrHoldr Voted For	Microsoft Corporation				Frequency of Advisory Vote on Executive Compensation	Mgmt		1 Year	For
flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding EEO Policy Risk Report Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted For Against ShrHoldr Voted For For ShrHoldr Voted For For Against ShrHoldr Voted For	Microsoft Corporation	MSFT			Ratification of Auditor	Mgmt	Voted	Against	Against
flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Government Takedown Requests ShrHoldr Voted Against For Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Risks of Developing Military Weapons ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against Idicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted	Microsoft Corporation				Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	ShrHoldr	Voted	Against	
The following the following filters of the fol	Microsoft Corporation				Shareholder Proposal Regarding EEO Policy Risk Report	ShrHoldr	Voted	Against	
flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options ShrHoldr Voted For Against flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against	Microsoft Corporation		594918104	2023-12-07	Shareholder Proposal Regarding Report on Government Takedown Requests	ShrHoldr	Voted	Against	For
flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Tax Transparency ShrHoldr Voted For Against	Microsoft Corporation				Shareholder Proposal Regarding Risks of Developing Military Weapons	ShrHoldr	Voted	For	Against
	Microsoft Corporation								
flicrosoft Corporation MSFT 594918104 2023-12-07 Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern ShrHoldr Voted For Against	Microsoft Corporation								Against
	Microsoft Corporation	MSFT	594918104	2023-12-07	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	ShrHoldr	Voted	For	Against

Proxy Voting Record

Issuer Name	Ticker	Security ID	Meeting Date	Proposal Text	Proponent	Voted?	How Voted?	For/Against Management?
Microsoft Corporation	MSFT	594918104	2023-12-07	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	ShrHoldr	Voted	For	Against
Microsoft Corporation	MSFT	594918104	2023-12-07	Shareholder Proposal Regarding Report on Al Misinformation and Disinformation	ShrHoldr	Voted	For	Against
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Elect Gregory Q. Brown	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Elect Nicole Anasenes	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Elect Kenneth D. Denman	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Elect Ayanna M. Howard	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Elect Clayton M. Jones	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Elect Judy C. Lewent	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Elect Gregory K. Mondre	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Elect Joseph M. Tucci	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Ratification of Auditor	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
Motorola Solutions, Inc.	MSI	620076307	2024-05-14	Amendment Regarding Officer Exculpation	Mgmt	Voted	Against	Against
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Elect Robert K. Burges	Mgmt	Voted	For	For
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Elect Tench Coxe	Mgmt	Voted	For	For
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Elect John O. Dabiri	Mgmt	Voted	For	For
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Flect Persis S. Drell	Mgmt	Voted	For	For
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Elect Jen-Hsun Huang		Voted	For	For
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Leer Dawn Hudson	Mgmt Mgmt	Voted	For	For
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Elect Harvey C. Jones	Mgmt	Voted	For	For
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Elect Melissa B. Lora		Voted	For	For
					Mgmt			· ·
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Elect Stephen C. Neal	Mgmt	Voted	For	For
NVIDIA Corporation  NVIDIA Corporation	NVDA NVDA	67066G104 67066G104	2024-06-26	Elect A. Brooke Seawell  Elect Aarti Shah	Mgmt	Voted Voted	For	For
					Mgmt		Against	Against
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Elect Mark A. Stevens	Mgmt	Voted	For	For
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Advisory Vote on Executive Compensation	Mgmt	Voted	Against	Against
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Ratification of Auditor	Mgmt	Voted	Against	Against
NVIDIA Corporation	NVDA	67066G104	2024-06-26	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Voted	For	N/A
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Accounts and Reports	Mgmt	Voted	For	For
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Allocation of Dividends	Mgmt	Voted	For	For
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Board Size	Mgmt	Voted	For	For
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Board Term Length	Mgmt	Voted	For	For
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Non-Voting Agenda Item	N/A	Voted	N/A	N/A
Prysmian S.p.A	PRY	T7630L105	2024-04-18	List presented by Board of Directors	Mgmt	Voted	For	For
Prysmian S.p.A	PRY	T7630L105	2024-04-18	List presented by Group of Institutional Investors representing 2.76% of Share Capital	Mgmt	Voted	N/A	N/A
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Directors' Fees	Mgmt	Voted	For	For
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Authority to Repurchase and Reissue Shares	Mgmt	Voted	For	For
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Appointment of Auditor and Authority to Set Fees	Mgmt	Voted	For	For
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Remuneration Policy	Mgmt	Voted	Against	Against
Prysmian S.p.A	PRY	T7630L105	2024-04-18	Remuneration Report	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Manuel Kadre	Mgmt	Voted	Against	Against
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Tomago Collins	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Michael A. Duffy	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Thomas W. Handley	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Jennifer M. Kirk	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Michael Larson	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect N. Thomas Linebarger	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Meg Reynolds	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect James P. Snee	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Brian S. Tyler	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Jon Vander Ark	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Sandra M. Volpe	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Elect Katharine B. Weymouth	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
Republic Services, Inc.	RSG	760759100	2024-05-23	Ratification of Auditor	Mgmt	Voted	Against	Against
Republic Services, Inc.	RSG	760759100	2024-05-23	Shareholder Proposal Regarding Just Transition Reporting	ShrHoldr	Voted	For	Against
Schneider Electric SE	SU	F86921107	2024-05-23	Accounts and Reports; Non Tax-Deductible Expenses	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Consolidated Accounts and Reports  Consolidated Accounts and Reports	Mgmt	Voted	For	For
Schneider Electric SE Schneider Electric SE	SU	F86921107	2024-05-23	Allocation of Profits/Dividends		Voted	For	For
Schneider Electric SE Schneider Electric SE	SU	F86921107 F86921107	2024-05-23	Special Auditors Report on Regulated Agreements	Mgmt	Voted	For	For
Schneider Electric SE Schneider Electric SE	SU	F86921107 F86921107	2024-05-23	Appointment of Auditor for Sustainability Reporting (Mazars)	Mgmt	Voted	For	For
Schneider Electric SE Schneider Electric SF	SU	F86921107 F86921107	2024-05-23		Mgmt	Voted	For	For
				Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Mgmt			
Schneider Electric SE	SU	F86921107	2024-05-23	2023 Remuneration Report	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	Mgmt	Voted	Against	Against
Schneider Electric SE	SU	F86921107	2024-05-23	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	2024 Remuneration Policy (CEO)	Mgmt	Voted	For	For

Proxy Voting Record

Issuer Name	Ticker	Security ID	Meeting Date	Proposal Text Pr	Proponent	Voted?	How Voted?	For/Against Management?
Schneider Electric SE	SU	F86921107	2024-05-23	2024 Remuneration Policy (Chair)	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	2024 Remuneration Policy (Board of Directors)	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Elect Fred Kindle	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Elect Cecile Cabanis	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Elect Jill Lee	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Elect Philippe Knoche	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Authority to Repurchase and Reissue Shares	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Employee Stock Purchase Plan	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Stock Purchase Plan for Overseas Employees	Mgmt	Voted	For	For
Schneider Electric SE	SU	F86921107	2024-05-23	Authorisation of Legal Formalities	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect Kenichiro Yoshida	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect Hiroki Totoki	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect Yoshihiko Hatanaka	Mgmt	Voted	Against	Against
Sony Group Corporation	6758	835699307	2024-06-25	Elect Wendy Becker	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect Sakie Akiyama	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect Keiko Kishigami	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect Joseph A. Kraft Jr.	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect Neil Hunt	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect William Morrow	Mgmt	Voted	For	For
Sony Group Corporation	6758	835699307	2024-06-25	Elect Shingo Konomoto	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Accounts and Reports	Mgmt	Voted	For	For
SSE plo	SSE	G8842P102	2023-07-20	Remuneration Report	Mgmt	Voted	For	For
SSE plo	SSE	G8842P102	2023-07-20	Final Dividend  Float Crafter Mayandar	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102 G8842P102	2023-07-20	Elect Gregor Alexander  Elect Lady Elich Frances Angielini	Mgmt	Voted	For For	For
SSE plc	SSE	G8842P102 G8842P102	2023-07-20 2023-07-20	Elect Lady Elish Frances Angiolini Elect John G. Bason	Mgmt Mgmt	Voted Voted	For	For For
•		G8842P102 G8842P102			Ů			
SSE plc	SSE	G8842P102 G8842P102	2023-07-20 2023-07-20	Elect Tony Cocker  Elect Debbie Crosbie	Mgmt	Voted Voted	For For	For For
SSE pic	SSE	G8842P102	2023-07-20	Elect Helen Mahy	Mgmt Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Elect Sir John A. Manzoni	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Elect Alistair Phillips-Davies	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Elect Martin Pibworth	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Elect Melanie Smith	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Elect Dame Angela Strank	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Appointment of Auditor	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Authority to Set Auditor's Fees	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Approval of Net Zero Transition Report	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Authority to Issue Shares w/ Preemptive Rights	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Authority to Issue Shares w/o Preemptive Rights	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Authority to Repurchase Shares	Mgmt	Voted	For	For
SSE plc	SSE	G8842P102	2023-07-20	Authority to Set General Meeting Notice Period at 14 Days	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Andre Almeida	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Marcelo Claure	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Srikant M. Datar	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Srinivasan Gopalan	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Timotheus Hottges	Mgmt	Voted	Withhold	Against
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Christian P. Illek	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect James Kavanaugh	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Raphael Kubler	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Thorsten Langheim	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Dominique Leroy	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Letitia A. Long	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Mike Sievert	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Teresa A. Taylor	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Elect Kelvin R. Westbrook	Mgmt	Voted	For	For
T-Mobile US, Inc.	TMUS	872590104	2024-06-12	Ratification of Auditor	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Accounts and Reports	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Consolidated Accounts and Reports	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Allocation of Profits/Dividends	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Authority to Repurchase and Reissue Shares	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Special Auditors Report on Regulated Agreements	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Elect Patrick Pouyanne	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Elect Jacques Aschenbroich	Mgmt	Voted	Against	Against
TotalEnergies SE	TTE	F92124100	2024-05-24	Elect R. Glenn Hubbard	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Elect Marie-Ange Debon	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	2023 Remuneration Report	Mgmt	Voted	For	For

Proxy Voting Record

Issuer Name	Ticker	Security ID	Meeting Date	ProposalText	Proponent	Voted?	How Voted?	For/Against Management?
TotalEnergies SE	TTE	F92124100	2024-05-24	2024 Remuneration Policy (Board of Directors)	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	2023 Remuneration of Patrick Pouyanne, Chair and CEO	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	2024 Remuneration Policy (Chair and CEO)	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Opinion on 2024 Sustainability and Climate Progress Report	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Appointment of Auditor for Sustainability Reporting (EV)	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Appointment of Auditor for Sustainability Reporting (PwC)	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Authority to Issue Shares and Convertible Debt Through Private Placement	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Greenshoe	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Authority to Increase Capital in Consideration for Contributions In Kind	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Employee Stock Purchase Plan	Mgmt	Voted	For	For
TotalEnergies SE	TTE	F92124100	2024-05-24	Authority to Issue Performance Shares	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Consolidated Accounts and Reports	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Accounts and Reports; Non Tax-Deductible Expenses	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Allocation of Profits/Dividends	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Elect Benoit Bazin	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Appointment of Auditor for Sustainability Reporting (PwC)	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Authority to Repurchase and Reissue Shares	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	2024 Remuneration Policy (Board of Directors)	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	2024 Remuneration Policy (Executives)	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	2023 Remuneration Report	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	2023 Remuneration of Xavier Huillard, Chair and CEO	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Authority to Cancel Shares and Reduce Capital	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Employee Stock Purchase Plan	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Stock Purchase Plan for Overseas Employees	Mgmt	Voted	For	For
Vinci	DG	F5879X108	2024-04-09	Authorisation of Legal Formalities	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Lloyd A. Carney	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Kermit R. Crawford	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Francisco Javier Fernandez Carbajal	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Ramon L. Laguarta	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Teri L. List	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect John F. Lundgren	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Ryan McInerney	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Denise M. Morrison	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Pamela Murphy	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Elect Linda J. Rendle	Mgmt	Voted	For	For
Visa Inc.	٧	92826C839	2024-01-23	Elect Maynard G. Webb, Jr.	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Advisory Vote on Executive Compensation	Mgmt	Voted	For	For
Visa Inc.	٧	92826C839	2024-01-23	Ratification of Auditor	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Exchange Offer Amendments	Mgmt	Voted	For	For
Visa Inc.	٧	92826C839	2024-01-23	Right to Adjourn Meeting	Mgmt	Voted	For	For
Visa Inc.	V	92826C839	2024-01-23	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Voted	Against	For