

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LINDE PLC

ISIN	IE00BZ12WP82	Meeting Date	18-Jan-23
Ticker		Deadline Date	04-Jan-23
Country	Ireland	Record Date	16-Jan-23
Blocking	Yes	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For		N/A

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LINDE PLC

ISIN	IE00BZ12WP82	Meeting Date	18-Jan-23
Ticker		Deadline Date	04-Jan-23
Country	Ireland	Record Date	16-Jan-23
Blocking	No	Vote Date	29-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For	For	For
2	Amendments to Articles	Management	For	For	For
3	Dissolution Merger	Management	For	For	For

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KONINKLIJKE DSM N.V.

ISIN	NL0000009827	Meeting Date	23-Jan-23
Ticker		Deadline Date	09-Jan-23
Country	Netherlands	Record Date	26-Dec-22
Blocking	No	Vote Date	03-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.	Merger of Equals with Firmenich International SA	Management	For	For	For
4.	Ratification of Management Board Acts	Management	For	For	For
5.	Ratification of Supervisory Board Acts	Management	For	For	For

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VISA INC

ISIN	US92826C8394	Meeting Date	24-Jan-23
Ticker	V	Deadline Date	18-Jan-23
Country	United States	Record Date	25-Nov-22
Blocking	No	Vote Date	09-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Lloyd A. Carney	Management	For	For	For
1b.	Elect Kermit R. Crawford	Management	For	For	For
1c.	Elect Francisco Javier Fernández-Carbajal	Management	For	For	For
1d.	Elect Alfred F. Kelly, Jr.	Management	For	For	For
1e.	Elect Ramon L. Laguarta	Management	For	For	For
1f.	Elect Teri L. List	Management	For	For	For
1g.	Elect John F. Lundgren	Management	For	For	For
1h.	Elect Denise M. Morrison	Management	For	For	For
1i.	Elect Linda Rendle	Management	For	For	For
1j.	Elect Maynard G. Webb	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

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4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Abstain	N/A

ACCENTURE PLC

ISIN	IE00B4BNMY34	Meeting Date	01-Feb-23
Ticker		Deadline Date	24-Jan-23
Country	Ireland	Record Date	06-Dec-22
Blocking	No	Vote Date	23-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Jaime Ardila	Management	For	For	For
1B	Elect Nancy McKinstry	Management	For	Against	Against
1C	Elect Beth E. Mooney	Management	For	For	For
1D	Elect Gilles Pélisson	Management	For	For	For

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1E	Elect Paula A. Price	Management	For	For	For
1F	Elect Venkata Renduchintala	Management	For	For	For
1G	Elect Arun Sarin	Management	For	For	For
1H	Elect Julie Sweet	Management	For	For	For
1I	Elect Tracey T. Travis	Management	For	Against	Against
2	Advisory Vote on Executive Compensation	Management	For	For	For
3.1	To approve, in a non-binding vote, the frequency of future non-binding votes to approve the compensation of our named executive officers. Please vote for on this resolution to approve 1 year	Management	For	For	For
3.2	To approve, in a non-binding vote, the frequency of future non-binding votes to approve the compensation of our named executive officers. Please vote for on this resolution to approve 2 years	Management	Do Not Vote		N/A
3.3	To approve, in a non-binding vote, the frequency of future non-binding votes to approve the compensation of our named executive officers. Please vote for on this resolution to approve 3 years	Management	Do Not Vote		N/A
3.4	To approve, in a non-binding vote, the frequency of future non-binding votes to approve the compensation of our named executive officers. Please vote for on this resolution to approve abstain	Management	Do Not Vote		N/A
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
5	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For	For	For

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ORSTED A/S

ISIN	DK0060094928	Meeting Date	07-Mar-23
Ticker		Deadline Date	21-Feb-23
Country	Denmark	Record Date	28-Feb-23
Blocking	No	Vote Date	16-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Ratification of Board and Management Acts	Management	For	For	For
5	Allocation of Profits/Dividends	Management	For	For	For
6.1	Board Size	Management	For	For	For
6.2.1	Elect Thomas Thune Andersen as Chair	Management	For	For	For
6.3.1	Elect Lene Skole-Sørensen as Vice Chair	Management	For	For	For

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6.4.1	Elect Jørgen Kildahl	Management	For	For	For
6.4.2	Elect Peter Korsholm	Management	For	For	For
6.4.3	Elect Dieter Wemmer	Management	For	For	For
6.4.4	Elect Julia King	Management	For	For	For
6.4.5	Elect Annica Bresky	Management	For	For	For
6.4.6	Elect Andrew R.D. Brown	Management	For	For	For
7	Directors' Fees	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Authorization of Legal Formalities	Management	For	For	For

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APPLE INC

ISIN	US0378331005	Meeting Date	10-Mar-23
Ticker	AAPL	Deadline Date	22-Feb-23
Country	United States	Record Date	09-Jan-23
Blocking	No	Vote Date	20-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect James A. Bell	Management	For	For	For
1b	Elect Timothy D. Cook	Management	For	For	For
1c	Elect Albert A. Gore	Management	For	For	For
1d	Elect Alex Gorsky	Management	For	For	For
1e	Elect Andrea Jung	Management	For	For	For
1f	Elect Arthur D. Levinson	Management	For	For	For
1g	Elect Monica C. Lozano	Management	For	For	For
1h	Elect Ronald D. Sugar	Management	For	For	For
1i	Elect Susan L. Wagner	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

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5.	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Shareholder Engagement with the Board	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Proxy Access Bylaw Amendment	Shareholder	Against	Against	For

NOVO NORDISK

ISIN	DK0060534915	Meeting Date	23-Mar-23
Ticker		Deadline Date	09-Mar-23
Country	Denmark	Record Date	16-Mar-23
Blocking	No	Vote Date	02-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For

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5.1	Directors' Fees 2022	Management	For	For	For
5.2	Directors' Fees 2023	Management	For	For	For
5.3	Amendments to Remuneration Policy	Management	For	For	For
6.1	Elect Helge Lund as Chair	Management	For	For	For
6.2	Elect Henrik Poulsen as Vice Chair	Management	For	For	For
6.3.A	Elect Laurence Debroux	Management	For	For	For
6.3.B	Elect Andreas Fibig	Management	For	For	For
6.3.C	Elect Sylvie Grégoire	Management	For	For	For
6.3.D	Elect Kasim Kutay	Management	For	For	For
6.3.E	Elect Christina Choi Lai Law	Management	For	For	For
6.3.F	Elect Martin Mackay	Management	For	Abstain	Against
7.1	Appointment of Auditor	Management	For	For	For
8.1	Cancellation of Shares	Management	For	For	For
8.2	Authority to Repurchase Shares	Management	For	For	For
8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8.4	Shareholder Proposal Regarding Company's Product pricing	Shareholder	Against	Against	For

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NORDEA BANK ABP

ISIN	F14000297767	Meeting Date	23-Mar-23
Ticker		Deadline Date	09-Mar-23
Country	Finland	Record Date	13-Mar-23
Blocking	No	Vote Date	02-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13.A	Elect Stephen Hester	Management	For	For	For

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13.B	Elect Petra van Hoeken	Management	For	For	For
13.C	Elect John Maltby	Management	For	For	For
13.D	Elect Lene Skole	Management	For	For	For
13.E	Elect Birger Steen	Management	For	For	For
13.F	Elect Jonas Synnergren	Management	For	For	For
13.G	Elect Arja Talma	Management	For	For	For
13.H	Elect Kjersti Wiklund	Management	For	For	For
13.I	Elect Risto Murto	Management	For	For	For
13.J	Elect Per Strömberg	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Amendments to Articles	Management	For	For	For
17	Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	Management	For	For	For
18	Authority to Trade in Company Stock (repurchase)	Management	For	For	For
19	Authority to Trade in Company Stock (issuance)	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For
21	Issuance of Treasury Shares	Management	For	For	For

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SWISSCOM AG

ISIN	CH0008742519	Meeting Date	28-Mar-23
Ticker		Deadline Date	14-Mar-23
Country	Switzerland	Record Date	23-Mar-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For		N/A
1.2	Compensation Report	Management	For		N/A
2	Allocation of Dividends	Management	For		N/A
3	Ratification of Board and Management Acts	Management	For		N/A
4.1	Elect Roland Abt	Management	For		N/A
4.2	Elect Monique Bourquin	Management	For		N/A
4.3	Elect Alain Carrupt	Management	For		N/A

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4.4	Elect Guus Dekkers	Management	For	N/A
4.5	Elect Frank Esser	Management	For	N/A
4.6	Elect Sandra Lathion-Zweifel	Management	For	N/A
4.7	Elect Anna Mossberg	Management	For	N/A
4.8	Elect Michael Rechsteiner	Management	For	N/A
4.9	Appoint Michael Rechsteiner as Board Chair	Management	For	N/A
5.1	Elect Roland Abt as Compensation Committee Member	Management	For	N/A
5.2	Elect Monique Bourquin as Compensation Committee Member	Management	For	N/A
5.3	Elect Frank Esser as Compensation Committee Member	Management	For	N/A
5.4	Elect Michael Rechsteiner as Compensation Committee Member	Management	For	N/A
6.1	Board Compensation	Management	For	N/A
6.2	Executive Compensation (FY2023)	Management	For	N/A
6.3	Executive Compensation (FY2024)	Management	For	N/A
7	Appointment of Independent Proxy	Management	For	N/A
8	Appointment of Auditor	Management	For	N/A
9.1	Amendments to Articles (Sustainability)	Management	For	N/A
9.2	Amendments to Articles (Share Capital and Shares)	Management	For	N/A
9.3	Amendments to Articles (General Meeting)	Management	For	N/A
9.4	Amendments to Articles (Special Quorums for Resolutions)	Management	For	N/A
9.5	Amendments to Articles (Board of Directors and Executive Board)	Management	For	N/A

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9.6 Amendments to Articles (Miscellaneous) Management For N/A

SIKA AG

ISIN	CH0418792922	Meeting Date	28-Mar-23
Ticker		Deadline Date	14-Mar-23
Country	Switzerland	Record Date	23-Mar-23
Blocking	No	Vote Date	07-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Board Acts	Management	For	For	For
4.1.1	Elect Paul J. Halg	Management	For	For	For
4.1.2	Elect Victor Balli	Management	For	For	For
4.1.3	Elect Lucretie J.I. Foufopoulos-De Ridder	Management	For	For	For
4.1.4	Elect Justin M. Howell	Management	For	For	For

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4.1.5	Elect Gordana Landen	Management	For	For	For
4.1.6	Elect Monika Ribar	Management	For	For	For
4.1.7	Elect Paul Schuler	Management	For	For	For
4.1.8	Elect Thierry Vanlancker	Management	For	For	For
4.2	Elect Paul J. Hälg as Board Chair	Management	For	For	For
4.3.1	Elect Justin M. Howell as Nominating and Compensation Committee Member	Management	For	For	For
4.3.2	Elect Gordana Landen as Nominating and Compensation Committee Member	Management	For	For	For
4.3.3	Elect Thierry Vanlancker as Nominating and Compensation Committee Member	Management	For	For	For
4.4	Appointment of Auditor	Management	For	For	For
4.5	Appointment of Independent Proxy	Management	For	For	For
5.1	Compensation Report	Management	For	For	For
5.2	Board Compensation	Management	For	For	For
5.3	Executive Compensation	Management	For	For	For
6	Approval of a Capital Band	Management	For	For	For
7.1	Amendments to Articles	Management	For	For	For
7.2	Amendments to Articles (Editorial Amendments)	Management	For	For	For
7.3	Amendments to Articles (Voting Rights)	Management	For	For	For
7.4	Amendments to Articles (General Meetings)	Management	For	For	For
7.5	Amendments to Articles (Electronic Means)	Management	For	For	For
7.6	Amendments to Articles (External Mandates)	Management	For	For	For

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8 Additional or Amended Proposals Management Against N/A

INFOSYS LTD

ISIN	US4567881085	Meeting Date	31-Mar-23
Ticker		Deadline Date	22-Mar-23
Country	India	Record Date	03-Mar-23
Blocking	No	Vote Date	08-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Elect Govind Vaidiram Iyer	Management	For	For	For

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DBS GROUP HOLDINGS LTD

ISIN	SG1L01001701	Meeting Date	31-Mar-23
Ticker		Deadline Date	23-Mar-23
Country	Singapore	Record Date	29-Mar-23
Blocking	No	Vote Date	14-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Directors' Fees	Management	For	For	For
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
5	Elect Peter SEAH Lim Huat	Management	For	Against	Against
6	Elect Punita Lal	Management	For	For	For
7	Elect Anthony LIM Weng Kin	Management	For	For	For
8	AUTHORITY TO GRANT AWARDS AND ISSUE SHARES UNDER THE DBSH SHARE PLAN	Management	For	For	For
9	Authority to Issues Share under The California Sub-Plan	Management	For	For	For
10	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
11	AUTHORITY TO ISSUE SHARES PURSUANT TO THE DBSH SCRIP DIVIDEND SCHEME	Management	For	For	For

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12	Authority to Repurchase and Reissue Shares	Management	For	For	For
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ZURICH INSURANCE GROUP AG LTD

ISIN	CH0011075394	Meeting Date	06-Apr-23
Ticker		Deadline Date	23-Mar-23
Country	Switzerland	Record Date	22-Mar-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For		N/A
1.2	Compensation Report	Management	For		N/A
2	Allocation of Dividends	Management	For		N/A
3	Ratification of Board and Management Acts	Management	For		N/A
4.1.1	Elect Michel M. Liès as Member and as Board Chair	Management	For		N/A
4.1.2	Elect Joan Lordi C. Amble	Management	For		N/A
4.1.3	Elect Catherine P. Bessant	Management	For		N/A

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4.1.4	Elect Dame Alison J. Carnwath	Management	For	N/A
4.1.5	Elect Christoph Franz	Management	For	N/A
4.1.6	Elect Michael Halbherr	Management	For	N/A
4.1.7	Elect Sabine Keller-Busse	Management	For	N/A
4.1.8	Elect Monica Mächler	Management	For	N/A
4.1.9	Elect Kishore Mahbubani	Management	For	N/A
4.110	Elect Peter Maurer	Management	For	N/A
4.111	Elect Jasmin Staiblin	Management	For	N/A
4.112	Elect Barry Stowe	Management	For	N/A
4.2.1	Elect Michel M. Liès as Compensation Committee Member	Management	For	N/A
4.2.2	Elect Catherine P. Bessant as Compensation Committee Member	Management	For	N/A
4.2.3	Elect Christoph Franz as Compensation Committee Member	Management	For	N/A
4.2.4	Elect Sabine Keller-Busse as Compensation Committee Member	Management	For	N/A
4.2.5	Elect Kishore Mahbubani as Compensation Committee Member	Management	For	N/A
4.2.6	Elect Jasmin Staiblin as Compensation Committee Member	Management	For	N/A
4.3	Appointment of Independent Proxy	Management	For	N/A
4.4	Appointment of Auditor	Management	For	N/A
5.1	Board Compensation	Management	For	N/A
5.2	Executive Compensation	Management	For	N/A
6.1	Approval of a Capital Band	Management	For	N/A

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6.2	Amendments to Articles (Share Register)	Management	For	N/A
6.3	Amendments to Articles (General Meetings)	Management	For	N/A
6.4	Amendments to Articles (Miscellaneous)	Management	For	N/A

MOODY'S CORP.

ISIN	US6153691059	Meeting Date	18-Apr-23
Ticker	MCO	Deadline Date	12-Apr-23
Country	United States	Record Date	21-Feb-23
Blocking	No	Vote Date	24-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jorge A. Bermudez	Management	For	For	For
1b.	Elect Thérèse Esperdy	Management	For	For	For
1c.	Elect Robert Fauber	Management	For	For	For
1d.	Elect Vincent A. Forlenza	Management	For	For	For
1e.	Elect Kathryn M. Hill	Management	For	For	For

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1f.	Elect Lloyd W. Howell, Jr.	Management	For	For	For
1g.	Elect Jose M. Minaya	Management	For	For	For
1h.	Elect Leslie Seidman	Management	For	For	For
1i.	Elect Zig Serafin	Management	For	For	For
1j.	Elect Bruce Van Saun	Management	For	For	For
2.	Amendment to the 2001 Stock Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

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ADOBE INC

ISIN	US00724F1012	Meeting Date	20-Apr-23
Ticker	ADBE	Deadline Date	14-Apr-23
Country	United States	Record Date	21-Feb-23
Blocking	No	Vote Date	22-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Amy L. Banse	Management	For	For	For
1b.	Elect Brett Biggs	Management	For	For	For
1c.	Elect Melanie Boulden	Management	For	For	For
1d.	Elect Frank A. Calderoni	Management	For	For	For
1e.	Elect Laura B. Desmond	Management	For	For	For
1f.	Elect Shantanu Narayen	Management	For	For	For
1g.	Elect Spencer Neumann	Management	For	For	For
1h.	Elect Kathleen Oberg	Management	For	For	For
1i.	Elect Dheeraj Pandey	Management	For	For	For
1j.	Elect David A. Ricks	Management	For	For	For
1k.	Elect Daniel Rosensweig	Management	For	For	For
1l.	Elect John E. Warnock	Management	For	For	For

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2.	Amendment to the 2019 Equity Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
6.	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	Shareholder	Against	Against	For

TORONTO DOMINION BANK

ISIN	CA8911605092	Meeting Date	20-Apr-23
Ticker	TD	Deadline Date	14-Apr-23
Country	Canada	Record Date	21-Feb-23
Blocking	No	Vote Date	24-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Cherie L. Brant	Management	For	For	For
1.2	Elect Amy W. Brinkley	Management	For	For	For
1.3	Elect Brian C. Ferguson	Management	For	For	For

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1.4	Elect Colleen A. Goggins	Management	For	For	For
1.5	Elect David E. Kepler	Management	For	For	For
1.6	Elect Brian M. Levitt	Management	For	For	For
1.7	Elect Alan N. MacGibbon	Management	For	For	For
1.8	Elect Karen E. Maidment	Management	For	For	For
1.9	Elect Bharat B. Masrani	Management	For	For	For
1.10	Elect Claude Mongeau	Management	For	For	For
1.11	Elect S. Jane Rowe	Management	For	For	For
1.12	Elect Nancy G. Tower	Management	For	For	For
1.13	Elect Ajay K. Virmani	Management	For	For	For
1.14	Elect Mary A. Winston	Management	For	For	For
B	Appointment of Auditor	Management	For	For	For
C	Advisory Vote on Executive Compensation	Management	For	For	For
D	Shareholder Proposal Regarding Financialization of Housing	Shareholder	Against	Against	For
E	Shareholder Proposal Regarding TCFD Reporting for Pollution Asset Privatization Transactions	Shareholder	Against	For	Against
F	Shareholder Proposal Regarding Say on Climate	Shareholder	Against	Against	For
G	Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Shareholder	Against	Against	For
H	Shareholder Proposal Regarding Pay Ratio Disclosure	Shareholder	Against	Against	For
I	Shareholder Proposal Regarding Transition Plan Disclosure for Financing Activities	Shareholder	Against	For	Against

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HERMES INTERNATIONAL

ISIN	FR0000052292	Meeting Date	20-Apr-23
Ticker		Deadline Date	08-Apr-23
Country	France	Record Date	17-Apr-23
Blocking	No	Vote Date	06-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Ratification of Management Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	For	For
7	2022 Remuneration Report	Management	For	Against	Against
8	2022 Remuneration of Axel Dumas, Executive Chair	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

9	2022 Remuneration of Émile Hermès SAS, Managing General Partner	Management	For	Against	Against
10	2022 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For	For	For
11	2023 Remuneration Policy (Executive Chair and General Managing Partner)	Management	For	Against	Against
12	2023 Remuneration Policy (Supervisory Board)	Management	For	For	For
13	Elect Dorothee Altmayer	Management	For	For	For
14	Elect Monique Cohen	Management	For	For	For
15	Elect Renaud Momméja	Management	For	For	For
16	Elect Eric de Seynes	Management	For	For	For
17	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
18	Appointment of Auditor (Grant Thornton)	Management	For	For	For
19	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
20	Authority to Increase Capital Through Capitalisations	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	Against	Against
23	Employee Stock Purchase Plan	Management	For	For	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	Against	Against

Proxy Voting Summary

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25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	Against	Against
26	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	Management	For	Against	Against
27	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	Management	For	Against	Against
28	Authority to Issue Performance Shares	Management	For	Against	Against
29	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

RELX PLC

ISIN	GB00B2B0DG97	Meeting Date	20-Apr-23
Ticker		Deadline Date	06-Apr-23
Country	United Kingdom	Record Date	18-Apr-23 24-Mar-23 to 27-Mar-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Policy	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Final Dividend	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Authority to Set Auditor's Fees	Management	For	For	For
7	Elect Alistair Cox	Management	For	For	For
8	Elect Paul A. Walker	Management	For	For	For
9	Elect June Felix	Management	For	For	For
10	Elect Erik Engstrom	Management	For	For	For
11	Elect Charlotte Hogg	Management	For	For	For
12	Elect Marike van Lier Lels	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

13	Elect Nicholas Luff	Management	For	For	For
14	Elect Robert J. MacLeod	Management	For	For	For
15	Elect Andrew J. Sukawaty	Management	For	For	For
16	Elect Suzanne Wood	Management	For	For	For
17	Long-Term Incentive Plan	Management	For	For	For
18	Employee Incentive Plan	Management	For	For	For
19	Sharesave Plan	Management	For	For	For
20	Employee Share Purchase Plan	Management	For	For	For
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
24	Authority to Repurchase Shares	Management	For	For	For
25	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

L'OREAL

ISIN	FR0000120321	Meeting Date	21-Apr-23
Ticker		Deadline Date	09-Apr-23
Country	France	Record Date	18-Apr-23
Blocking	No	Vote Date	06-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Sophie Bellon	Management	For	For	For
5	Elect Fabienne Dulac	Management	For	Against	Against
6	2023 Directors' Fees	Management	For	For	For
7	2022 Remuneration Report	Management	For	For	For
8	2022 Remuneration of Jean-Paul Agon, Chair	Management	For	For	For
9	2022 Remuneration of Nicolas Hieronimus, CEO	Management	For	For	For
10	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
11	2023 Remuneration Policy (Chair)	Management	For	For	For

Proxy Voting Summary

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12	2023 Remuneration Policy (CEO)	Management	For	For	For
13	Authority to Repurchase and Reissue Shares	Management	For	For	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
15	Authority to Increase Capital Through Capitalisations	Management	For	For	For
16	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
17	Employee Stock Purchase Plan	Management	For	For	For
18	Stock Purchase Plan for Overseas Employees	Management	For	For	For
19	Internal Spin-off (Affaires Marché France, Domaines d'Excellence and Luxury of Retail)	Management	For	For	For
20	Internal Spin-off (L'Oréal International Distribution)	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

ING GROEP N.V.

ISIN	NL0011821202	Meeting Date	24-Apr-23
Ticker		Deadline Date	10-Apr-23
Country	Netherlands	Record Date	27-Mar-23
Blocking	No	Vote Date	06-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2c.	Remuneration Report	Management	For	For	For
2d.	Accounts and Reports	Management	For	For	For
3b.	Allocation of Dividends	Management	For	For	For
4a.	Ratification of Management Board Acts	Management	For	For	For
4b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Appointment of Auditor	Management	For	For	For
6.	Elect Tanate Phutrakul to the Management Board	Management	For	For	For
7a.	Election Alexandra Reich to the Supervisory Board	Management	For	For	For
7b.	Elect Karl Guha to the Supervisory Board	Management	For	For	For
7c.	Elect Herna Verhagen to the Supervisory Board	Management	For	For	For
7d.	Elect Mike Rees to the Supervisory Board	Management	For	For	For
8a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For

Proxy Voting Summary

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8b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares/Authorities to Issue Shares	Management	For	For	For

CANADIAN NATIONAL RAILWAY CO.

ISIN	CA1363751027	Meeting Date	25-Apr-23
Ticker	CNI	Deadline Date	19-Apr-23
Country	Canada	Record Date	03-Mar-23
Blocking	No	Vote Date	06-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Shauneen Bruder	Management	For	For	For
1B	Elect Jo-ann dePass Olsovsky	Management	For	For	For
1C	Elect David Freeman	Management	For	For	For
1D	Elect Denise Gray	Management	For	For	For
1E	Elect Justin M. Howell	Management	For	For	For

Proxy Voting Summary

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1F	Elect Susan C. Jones	Management	For	For	For
1G	Elect Robert Knight	Management	For	For	For
1H	Elect Michel Letellier	Management	For	For	For
1I	Elect Margaret A. McKenzie	Management	For	For	For
1J	Elect Al Monaco	Management	For	For	For
1K	Elect Tracy Robinson	Management	For	For	For
2	Appointment of Auditor	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Advisory Vote on Climate Action Plan	Management	For	For	For

Proxy Voting Summary

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AMERIPRISE FINANCIAL INC

ISIN	US03076C1062	Meeting Date	26-Apr-23
Ticker	AMP	Deadline Date	20-Apr-23
Country	United States	Record Date	27-Feb-23
Blocking	No	Vote Date	06-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect James M. Cracchiolo	Management	For	For	For
1b.	Elect Robert F. Sharpe, Jr.	Management	For	For	For
1c.	Elect Dianne Neal Blixt	Management	For	For	For
1d.	Elect Amy DiGeso	Management	For	For	For
1e.	Elect Christopher J. Williams	Management	For	For	For
1f.	Elect Armando Pimentel, Jr.	Management	For	For	For
1g.	Elect Brian T. Shea	Management	For	For	For
1h.	Elect W. Edward Walter III	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Amendment to the 2005 Incentive Compensation Plan	Management	For	For	For

Proxy Voting Summary

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5.	Ratification of Auditor	Management	For	For	For
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ASML HOLDING NV

ISIN	NL0010273215	Meeting Date	26-Apr-23
Ticker		Deadline Date	12-Apr-23
Country	Netherlands	Record Date	29-Mar-23 30-Mar-23 to 03-Apr-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For
3.d.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For	For	For
6.a.	Supervisory Board Remuneration Policy	Management	For	For	For

Proxy Voting Summary

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6.b.	Supervisory Board Fees	Management	For	For	For
8.a.	Elect Nils Andersen to the Supervisory Board	Management	For	For	For
8.b.	Elect Jack P. de Kreij to the Supervisory Board	Management	For	For	For
9.	Appointment of Auditor	Management	For	For	For
10.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
10.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
11.	Authority to Repurchase Shares	Management	For	For	For
12.	Cancellation of Shares	Management	For	For	For

Proxy Voting Summary

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TEXAS INSTRUMENTS INC.

ISIN	US8825081040	Meeting Date	27-Apr-23
Ticker	TXN	Deadline Date	21-Apr-23
Country	United States	Record Date	01-Mar-23
Blocking	No	Vote Date	06-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Mark A. Blinn	Management	For	For	For
1b.	Elect Todd M. Bluedorn	Management	For	For	For
1c.	Elect Janet F. Clark	Management	For	For	For
1d.	Elect Carrie S. Cox	Management	For	For	For
1e.	Elect Martin S. Craighead	Management	For	For	For
1f.	Elect Curtis C. Farmer	Management	For	For	For
1g.	Elect Jean M. Hobby	Management	For	For	For
1h.	Elect Haviv Ilan	Management	For	For	For
1i.	Elect Ronald Kirk	Management	For	For	For
1j.	Elect Pamela H. Patsley	Management	For	For	For
1k.	Elect Robert E. Sanchez	Management	For	For	For
1l.	Elect Richard K. Templeton	Management	For	For	For

Proxy Voting Summary

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2.	Amendment to the 2014 Employee Stock Purchase Plan	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Ratification of Auditor	Management	For	For	For
6.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Report on Customer Due Diligence	Shareholder	Against	For	Against

Proxy Voting Summary

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ASTRAZENECA PLC

ISIN	GB0009895292	Meeting Date	27-Apr-23
Ticker		Deadline Date	13-Apr-23
Country	United Kingdom	Record Date	25-Apr-23
Blocking	No	Vote Date	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4	Authority to Set Auditor's Fees	Management	For	For	For
5A	Elect Michel Demaré	Management	For	For	For
5B	Elect Pascal Soriot	Management	For	For	For
5C	Elect Aradhana Sarin	Management	For	For	For
5D	Elect Philip Broadley	Management	For	For	For
5E	Elect Euan Ashley	Management	For	For	For
5F	Elect Deborah DiSanzo	Management	For	For	For
5G	Elect Diana Layfield	Management	For	For	For
5H	Elect Sherilyn S. McCoy	Management	For	For	For

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5I	Elect Tony MOK Shu Kam	Management	For	For	For
5J	Elect Nazneen Rahman	Management	For	For	For
5K	Elect Andreas Rummelt	Management	For	For	For
5L	Elect Marcus Wallenberg	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Authorisation of Political Donations	Management	For	For	For
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
13	Adoption of New Articles	Management	For	For	For

Proxy Voting Summary

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MERCK KGAA

ISIN	DE0006599905	Meeting Date	28-Apr-23
Ticker		Deadline Date	16-Apr-23
Country	Germany	Record Date	06-Apr-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For		N/A
3	Allocation of Dividends	Management	For		N/A
4	Ratification of Management Board Acts	Management	For		N/A
5	Ratification of Supervisory Board Acts	Management	For		N/A
6	Remuneration Report	Management	For		N/A
7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For		N/A
8.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For		N/A
8.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For		N/A

Proxy Voting Summary

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SWISS LIFE HOLDING

ISIN	CH0014852781	Meeting Date	28-Apr-23
Ticker		Deadline Date	16-Apr-23
Country	Switzerland	Record Date	14-Apr-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For		N/A
1.2	Compensation Report	Management	For		N/A
2	Allocation of Dividends	Management	For		N/A
3	Ratification of Board Acts	Management	For		N/A
4.1	Board Compensation	Management	For		N/A
4.2	Executive Compensation (Short-Term)	Management	For		N/A
4.3	Executive Compensation (Fixed and Long-Term)	Management	For		N/A
5.1	Elect Rolf Dörig as Board Chair	Management	For		N/A
5.2	Elect Thomas Buess	Management	For		N/A
5.3	Elect Monika Büttler	Management	For		N/A
5.4	Elect Adrienne Corboud Fumagalli	Management	For		N/A
5.5	Elect Ueli Dietiker	Management	For		N/A

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5.6	Elect Damir Filipovic	Management	For	N/A
5.7	Elect Stefan Loacker	Management	For	N/A
5.8	Elect Henry Peter	Management	For	N/A
5.9	Elect Martin Schmid	Management	For	N/A
5.10	Elect Franziska Tschudi Sauber	Management	For	N/A
5.11	Elect Klaus Tschütscher	Management	For	N/A
5.12	Elect Philomena Colatrella	Management	For	N/A
5.13	Elect Vitae Severin Moser	Management	For	N/A
5.14	Elect Martin Schmid as Compensation Committee Member	Management	For	N/A
5.15	Elect Franziska Tschudi Sauber as Compensation Committee Member	Management	For	N/A
5.16	Elect Klaus Tschütscher as Compensation Committee Member	Management	For	N/A
6	Appointment of Independent Proxy	Management	For	N/A
7	Appointment of Auditor	Management	For	N/A
8	Cancellation of Shares and Reduction in Share Capital	Management	For	N/A

Proxy Voting Summary

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LILLY(ELI) & CO

ISIN	US5324571083	Meeting Date	01-May-23
Ticker	LLY	Deadline Date	25-Apr-23
Country	United States	Record Date	21-Feb-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect William G. Kaelin, Jr.	Management	For	For	For
1b.	Elect David A. Ricks	Management	For	For	For
1c.	Elect Marschall S. Runge	Management	For	For	For
1d.	Elect Karen Walker	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For
5.	Repeal of Classified Board	Management	For	For	For
6.	Elimination of Supermajority Requirements	Management	For	For	For
7.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	For

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9.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Shareholder	Against	Abstain	N/A
11.	Shareholder Proposal Regarding Lobbying Activities and Values Congruency	Shareholder	Against	For	Against
12.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	Abstain	N/A
13.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	For	Against

PEPSICO INC

ISIN	US7134481081	Meeting Date	03-May-23
Ticker	PEP	Deadline Date	27-Apr-23
Country	United States	Record Date	01-Mar-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Segun Agbaje	Management	For	For	For
1b.	Elect Jennifer Bailey	Management	For	For	For
1c.	Elect Cesar Conde	Management	For	For	For

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1d.	Elect Ian M. Cook	Management	For	For	For
1e.	Elect Edith W. Cooper	Management	For	For	For
1f.	Elect Susan M. Diamond	Management	For	For	For
1g.	Elect Dina Dublon	Management	For	For	For
1h.	Elect Michelle D. Gass	Management	For	For	For
1i.	Elect Ramon L. Laguarta	Management	For	For	For
1j.	Elect Dave Lewis	Management	For	For	For
1k.	Elect David C. Page	Management	For	For	For
1l.	Elect Robert C. Pohlard	Management	For	For	For
1m.	Elect Daniel L. Vasella	Management	For	For	For
1n.	Elect Darren Walker	Management	For	For	For
1o.	Elect Alberto Weisser	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Report On Risks From State Policies Restricting Reproductive Health Care	Shareholder	Against	Abstain	N/A
8.	Shareholder Proposal Regarding Congruency Report on Net-Zero Emissions Policy	Shareholder	Against	For	Against

Proxy Voting Summary

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S&P GLOBAL INC

ISIN	US78409V1044	Meeting Date	03-May-23
Ticker	SPGI	Deadline Date	27-Apr-23
Country	United States	Record Date	13-Mar-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A.	Elect Marco Alverà	Management	For	For	For
1B.	Elect Jacques Esculier	Management	For	For	For
1C.	Elect Gay Huey Evans	Management	For	For	For
1D.	Elect William D. Green	Management	For	For	For
1E.	Elect Stephanie C. Hill	Management	For	For	For
1F.	Elect Rebecca Jacoby	Management	For	For	For
1G.	Elect Robert P. Kelly	Management	For	For	For
1H.	Elect Ian P. Livingston	Management	For	For	For

Proxy Voting Summary

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1I.	Elect Deborah D. McWhinney	Management	For	For	For
1J.	Elect Maria R. Morris	Management	For	For	For
1K.	Elect Douglas L. Peterson	Management	For	For	For
1L.	Elect Richard E. Thornburgh	Management	For	For	For
1M.	Elect Gregory Washington	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For

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AIR LIQUIDE S.A

ISIN	FR0000120073	Meeting Date	03-May-23
Ticker		Deadline Date	21-Apr-23
Country	France	Record Date	27-Apr-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Authority to Repurchase and Reissue Shares	Management	For	For	For
5	Elect Catherine Guillouard	Management	For	For	For
6	Elect Christina Choi Lai Law	Management	For	For	For
7	Elect Alexis Perakis-Valat	Management	For	For	For
8	Elect Michael H. Thaman	Management	For	For	For
9	Elect Monica de Virgiliis	Management	For	For	For
10	Special Auditors Report on Regulated Agreements	Management	For	For	For
11	2022 Remuneration of Benoît Potier, Chair and CEO (Until May 31, 2022)	Management	For	For	For
12	2022 Remuneration of François Jackow, CEO (From June 1, 2022)	Management	For	For	For

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13	2022 Remuneration of Benoît Potier, Chair (From June 1, 2022)	Management	For	For	For
14	2022 Remuneration Report	Management	For	For	For
15	2023 Remuneration Policy (CEO)	Management	For	For	For
16	2023 Remuneration Policy (Chair)	Management	For	For	For
17	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
20	Greenshoe	Management	For	For	For
21	Employee Stock Purchase Plan	Management	For	For	For
22	Stock Purchase Plan for Overseas Employees	Management	For	For	For
23	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

TELUS CORP.

ISIN	CA87971M1032	Meeting Date	04-May-23
Ticker	TU	Deadline Date	26-Apr-23
Country	Canada	Record Date	06-Mar-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Raymond T. Chan	Management	For	For	For
1.2	Elect Hazel Claxton	Management	For	For	For
1.3	Elect Lisa de Wilde	Management	For	For	For
1.4	Elect Victor G. Dodig	Management	For	For	For
1.5	Elect Darren Entwistle	Management	For	For	For
1.6	Elect Thomas E. Flynn	Management	For	For	For
1.7	Elect Mary Jo Haddad	Management	For	For	For
1.8	Elect Kathy Kinloch	Management	For	For	For
1.9	Elect Christine Magee	Management	For	For	For
1.10	Elect John P. Manley	Management	For	For	For
1.11	Elect David Mowat	Management	For	For	For
1.12	Elect Marc Parent	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1.13	Elect Denise Pickett	Management	For	For	For
1.14	Elect W. Sean Willy	Management	For	For	For
2	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Amendment to Restricted Share Unit Plan	Management	For	For	For
5	Amendment to Performance Share Unit Plan	Management	For	For	For

SCHNEIDER ELECTRIC SE

ISIN	FR0000121972	Meeting Date	04-May-23
Ticker		Deadline Date	22-Apr-23
Country	France	Record Date	28-Apr-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2022 Remuneration Report	Management	For	For	For
6	2022 Remuneration of Jean-Pascal Tricoire, Chair and CEO	Management	For	Against	Against
7	2023 Remuneration Policy, Chair and CEO (Until May 3, 2023)	Management	For	For	For
8	2023 Remuneration Policy, CEO (From May 4, 2023)	Management	For	For	For
9	2023 Remuneration Policy, Chair (From May 4, 2023)	Management	For	For	For
10	2023 Directors' Fees	Management	For	For	For
11	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
12	Elect Léo Apotheker	Management	For	For	For
13	Elect Gregory M. Spierkel	Management	For	For	For
14	Elect Lip-Bu Tan	Management	For	For	For
15	Elect Abhay Parasnis	Management	For	For	For
16	Elect Giulia Chierchia	Management	For	For	For
17	Opinion on Climate Strategy Strategy	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

22	Greenshoe	Management	For	For	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
24	Authority to Increase Capital Through Capitalisations	Management	For	For	For
25	Employee Stock Purchase Plan	Management	For	For	For
26	Stock Purchase Plan for Overseas Employees	Management	For	For	For
27	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
28	Authorisation of Legal Formalities	Management	For	For	For

MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG

ISIN	DE0008430026	Meeting Date	05-May-23
Ticker		Deadline Date	23-Apr-23
Country	Germany	Record Date	28-Apr-23
Blocking	Yes	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For		N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

3.1	Ratify Joachim Wenning	Management	For	N/A
3.2	Ratify Thomas Blunck	Management	For	N/A
3.3	Ratify Nicholas Gartside	Management	For	N/A
3.4	Ratify Stefan Golling	Management	For	N/A
3.5	Ratify Doris Höpke	Management	For	N/A
3.6	Ratify Christoph Jurecka	Management	For	N/A
3.7	Ratify Torsten Jeworrek	Management	For	N/A
3.8	Ratify Achim Kassow	Management	For	N/A
3.9	Ratify Clarisse Kopff	Management	For	N/A
3.10	Ratify Markus Rieß	Management	For	N/A
4.1	Ratify Nikolaus von Bomhard	Management	For	N/A
4.2	Ratify Anne Horstmann	Management	For	N/A
4.3	Ratify Ann-Kristin Achleitner	Management	For	N/A
4.4	Ratify Clement B. Booth	Management	For	N/A
4.5	Ratify Ruth Brown	Management	For	N/A
4.6	Ratify Stephan Eberl	Management	For	N/A
4.7	Ratify Frank Fassin	Management	For	N/A
4.8	Ratify Ursula Gather	Management	For	N/A
4.9	Ratify Gerd Häusler	Management	For	N/A
4.10	Ratify Angelika Judith Herzog	Management	For	N/A

Proxy Voting Summary

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4.11	Ratify Renata Jungo Brüngger	Management	For	N/A
4.12	Ratify Stefan Kaindl	Management	For	N/A
4.13	Ratify Carinne Knoche-Brouillon	Management	For	N/A
4.14	Ratify Gabriele Mücke	Management	For	N/A
4.15	Ratify Ulrich Plottke	Management	For	N/A
4.16	Ratify Manfred Rassy	Management	For	N/A
4.17	Ratify Gabriele Sinz-Toporzysek	Management	For	N/A
4.18	Ratify Carsten Spohr	Management	For	N/A
4.19	Ratify Karl-Heinz Streibich	Management	For	N/A
4.20	Ratify Markus Wagner	Management	For	N/A
4.21	Ratify Maximilian Zimmerer	Management	For	N/A
5	Appointment of Auditor	Management	For	N/A
6	Remuneration Report	Management	For	N/A
7.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	N/A
7.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For	N/A
7.3	Amendments to Articles (Editorial)	Management	For	N/A
8	Amendments to Articles (Share Registration)	Management	For	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LONZA GROUP AG

ISIN	CH0013841017	Meeting Date	05-May-23
Ticker		Deadline Date	23-Apr-23
Country	Switzerland	Record Date	20-Apr-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For		N/A
2	Compensation Report	Management	For		N/A
3	Ratification of Board and Management Acts	Management	For		N/A
4	Allocation of Dividends	Management	For		N/A
5.1.1	Elect Albert M. Baehny	Management	For		N/A
5.1.2	Elect Marion Helmes	Management	For		N/A
5.1.3	Elect Angelica Kohlmann	Management	For		N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

5.1.4	Elect Christoph Mäder	Management	For	N/A
5.1.5	Elect Roger Nitsch	Management	For	N/A
5.1.6	Elect Barbara M. Richmond	Management	For	N/A
5.1.7	Elect Jürgen B. Steinemann	Management	For	N/A
5.1.8	Elect Olivier Verscheure	Management	For	N/A
5.2	Appoint Albert M. Baehny as Board Chair	Management	For	N/A
5.3.1	Elect Angelica Kohlmann as Nominating and Compensation Committee Member	Management	For	N/A
5.3.2	Elect Christoph Mäder as Nominating and Compensation Committee Member	Management	For	N/A
5.3.3	Elect Jürgen B. Steinemann as Nominating and Compensation Committee Member	Management	For	N/A
6	Appointment of Auditor	Management	For	N/A
7	Appointment of Auditor (FY 2024)	Management	For	N/A
8	Appointment of Independent Proxy	Management	For	N/A
9.1	Amendments to Articles (Corporate Purpose)	Management	For	N/A
9.2	Introduction of a Capital Band	Management	For	N/A
9.3	Amendments to Articles (Executive Compensation)	Management	For	N/A
9.4	Amendments to Articles (Other Changes)	Management	For	N/A
10	Board Compensation	Management	For	N/A
11.1	Executive Compensation (Short-Term)	Management	For	N/A
11.2	Executive Compensation (Long-Term)	Management	For	N/A
11.3	Executive Compensation (Fixed)	Management	For	N/A

Proxy Voting Summary

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11.4	Executive Compensation (Fixed and Long-Term)	Management	For	N/A
12	Additional or Amended Shareholder Proposals	Shareholder		N/A

WASTE MANAGEMENT, INC.

ISIN	US94106L1098	Meeting Date	09-May-23
Ticker	WM	Deadline Date	03-May-23
Country	United States	Record Date	14-Mar-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Bruce E. Chinn	Management	For	For	For
1b.	Elect James C. Fish, Jr.	Management	For	For	For
1c.	Elect Andrés R. Gluski	Management	For	For	For
1d.	Elect Victoria M. Holt	Management	For	For	For
1e.	Elect Kathleen M. Mazzarella	Management	For	For	For
1f.	Elect Sean E. Menke	Management	For	For	For

Proxy Voting Summary

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1g.	Elect William B. Plummer	Management	For	For	For
1h.	Elect John C. Pope	Management	For	For	For
1i.	Elect Maryrose T. Sylvester	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Approval of 2023 Stock Incentive Plan	Management	For	For	For

FIRST SOLAR INC

ISIN	US3364331070	Meeting Date	09-May-23
Ticker	FSLR	Deadline Date	03-May-23
Country	United States	Record Date	20-Mar-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Michael J. Ahearn	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1b.	Elect Richard D. Chapman	Management	For	For	For
1c.	Elect Anita Marangoly George	Management	For	For	For
1d.	Elect George A. Hambro	Management	For	For	For
1e.	Elect Molly E. Joseph	Management	For	For	For
1f.	Elect Craig Kennedy	Management	For	For	For
1g.	Elect Lisa A. Kro	Management	For	For	For
1h.	Elect William J. Post	Management	For	For	For
1i.	Elect Paul H. Stebbins	Management	For	Against	Against
1j.	Elect Michael T. Sweeney	Management	For	For	For
1k.	Elect Mark Widmar	Management	For	For	For
1l.	Elect Norman L. Wright	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

AMERICAN WATER WORKS CO. INC.

ISIN	US0304201033	Meeting Date	10-May-23
Ticker	AWK	Deadline Date	04-May-23
Country	United States	Record Date	17-Mar-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jeffrey N. Edwards	Management	For	For	For
1b.	Elect Martha Clark Goss	Management	For	For	For
1c.	Elect M. Susan Hardwick	Management	For	For	For
1d.	Elect Kimberly J. Harris	Management	For	For	For
1e.	Elect Laurie P. Havanec	Management	For	For	For
1f.	Elect Julia L. Johnson	Management	For	For	For
1g.	Elect Patricia L. Kampling	Management	For	For	For
1h.	Elect Karl F. Kurz	Management	For	For	For
1i.	Elect Michael L. Marberry	Management	For	For	For
1j.	Elect James G. Stavridis	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	Against	For

ELEVANCE HEALTH INC

ISIN	US0367521038	Meeting Date	10-May-23
Ticker	ELV	Deadline Date	04-May-23
Country	United States	Record Date	17-Mar-23
Blocking	No	Vote Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Gail K. Boudreaux	Management	For	For	For
1b.	Elect R. Kerry Clark	Management	For	For	For
1c.	Elect Robert L. Dixon, Jr.	Management	For	For	For
1d.	Elect Deanna Strable-Soethout	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	Against	For

BAYERISCHE MOTOREN WERKE AG

ISIN	DE0005190003	Meeting Date	11-May-23
Ticker		Deadline Date	29-Apr-23
Country	Germany	Record Date	19-Apr-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4.1	Ratify Norbert Reithofer	Management	For	For	For
4.2	Ratify Manfred Schoch	Management	For	For	For

Proxy Voting Summary

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4.3	Ratify Stefan Quandt	Management	For	For	For
4.4	Ratify Stefan Schmid	Management	For	For	For
4.5	Ratify Kurt Bock	Management	For	For	For
4.6	Ratify Christiane Benner	Management	For	For	For
4.7	Ratify Marc Bitzer	Management	For	For	For
4.8	Ratify Bernhard Ebner	Management	For	For	For
4.9	Ratify Rachel Empey	Management	For	For	For
4.10	Ratify Heinrich Hiesinger	Management	For	For	For
4.11	Ratify Johann Horn	Management	For	For	For
4.12	Ratify Susanne Klatten	Management	For	For	For
4.13	Ratify Jens Köhler	Management	For	For	For
4.14	Ratify Gerhard Kurz	Management	For	For	For
4.15	Ratify André Mandl	Management	For	For	For
4.16	Ratify Dominique Mohabeer	Management	For	For	For
4.17	Ratify Anke Schäferkordt	Management	For	For	For
4.18	Ratify Christoph M. Schmidt	Management	For	For	For
4.19	Ratify Vishal Sikka	Management	For	For	For
4.20	Ratify Sibylle Wankel	Management	For	For	For
4.21	Ratify Thomas Wittig	Management	For	For	For
4.22	Ratify Werner Zierer	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

5	Remuneration Report	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7	Elect Kurt Bock as Supervisory Board Member	Management	For	For	For
8.1	Amendments to Articles (Virtual General Meeting)	Management	For	For	For
8.2	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For	For	For

SAP SE

ISIN	DE0007164600	Meeting Date	11-May-23
Ticker		Deadline Date	29-Apr-23
Country	Germany	Record Date	19-Apr-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

5	Remuneration Report	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	For	For
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For
8.1	Elect Jennifer Xin-Zhe Li	Management	For	For	For
8.2	Elect Qi Lu	Management	For	For	For
8.3	Elect Punit Renjen	Management	For	For	For
9	Management Board Remuneration Policy	Management	For	For	For
10	Supervisory Board Remuneration Policy	Management	For	For	For
11.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	For	For
11.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

COLGATE-PALMOLIVE CO.

ISIN	US1941621039	Meeting Date	12-May-23
Ticker	CL	Deadline Date	08-May-23
Country	United States	Record Date	13-Mar-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect John P. Bilbrey	Management	For	For	For
1b.	Elect John T. Cahill	Management	For	For	For
1c.	Elect Steve A. Cahillane	Management	For	For	For
1d.	Elect Lisa M. Edwards	Management	For	For	For
1e.	Elect C. Martin Harris	Management	For	For	For
1f.	Elect Martina Hund-Mejean	Management	For	For	For
1g.	Elect Kimberly A. Nelson	Management	For	For	For
1h.	Elect Lorrie M. Norrington	Management	For	Against	Against
1i.	Elect Michael B. Polk	Management	For	For	For
1j.	Elect Stephen I. Sadove	Management	For	For	For
1k.	Elect Noel R. Wallace	Management	For	For	For

Proxy Voting Summary

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2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	Against	For

SEMPRA

ISIN	US8168511090	Meeting Date	12-May-23
Ticker	SRE	Deadline Date	08-May-23
Country	United States	Record Date	17-Mar-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Andrés Conesa Labastida	Management	For	For	For
1b.	Elect Pablo A. Ferrero	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1c.	Elect Jeffrey W. Martin	Management	For	For	For
1d.	Elect Bethany J. Mayer	Management	For	For	For
1e.	Elect Michael N. Mears	Management	For	For	For
1f.	Elect Jack T. Taylor	Management	For	For	For
1g.	Elect Cynthia L. Walker	Management	For	For	For
1h.	Elect Cynthia J. Warner	Management	For	For	For
1i.	Elect James C. Yardley	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Increase in Authorized Common Stock	Management	For	Against	Against
6.	Company Name Change	Management	For	For	For
7.	Article Amendments to Make Certain Technical and Administrative Changes	Management	For	For	For
8.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MICHELIN

ISIN	FR001400AJ45	Meeting Date	12-May-23
Ticker		Deadline Date	30-Apr-23
Country	France	Record Date	09-May-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Consolidated Accounts and Reports	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Authority to Repurchase and Reissue Shares	Management	For	For	For
6	2023 Remuneration Policy (Managers)	Management	For	For	For
7	2023 Remuneration Policy (Supervisory Board)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

8	2022 Remuneration Report	Management	For	For	For
9	2022 Remuneration of Florent Menegaux, General Managing Partner and CEO	Management	For	For	For
10	2022 Remuneration of Yves Chapot, General Manager	Management	For	For	For
11	2022 Remuneration of Barbara Dalibard, Supervisory Board Chair	Management	For	For	For
12	Elect Barbara Dalibard	Management	For	For	For
13	Elect Aruna Jayanthi	Management	For	For	For
14	Authority to Issue Performance Shares	Management	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

DEUTSCHE BOERSE AG

ISIN	DE0005810055	Meeting Date	16-May-23
Ticker		Deadline Date	02-May-23
Country	Germany	Record Date	09-May-23 27-Apr-23 to 10-May-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For	For	For
5.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For	For	For
5.3	Amendments to Articles (Convocation of Shareholder Meetings)	Management	For	For	For
6	Amendments to Articles (Share Register)	Management	For	For	For
7	Remuneration Report	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

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VERTEX PHARMACEUTICALS, INC.

ISIN	US92532F1003	Meeting Date	17-May-23
Ticker	VRTX	Deadline Date	11-May-23
Country	United States	Record Date	23-Mar-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Sangeeta N. Bhatia	Management	For	For	For
1.2	Elect Lloyd A. Carney	Management	For	For	For
1.3	Elect Alan M. Garber	Management	For	For	For
1.4	Elect Terrence C. Kearney	Management	For	For	For
1.5	Elect Reshma Kewalramani	Management	For	For	For
1.6	Elect Jeffrey M. Leiden	Management	For	For	For
1.7	Elect Diana L. McKenzie	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1.8	Elect Bruce I. Sachs	Management	For	For	For
1.9	Elect Suketu Upadhyay	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

HOME DEPOT, INC.

ISIN	US4370761029	Meeting Date	18-May-23
Ticker	HD	Deadline Date	12-May-23
Country	United States	Record Date	20-Mar-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Gerard J. Arpey	Management	For	For	For
1b.	Elect Ari Bousbib	Management	For	For	For
1c.	Elect Jeffery H. Boyd	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1d.	Elect Gregory D. Brennehan	Management	For	For	For
1e.	Elect J. Frank Brown	Management	For	For	For
1f.	Elect Albert P. Carey	Management	For	For	For
1g.	Elect Edward P. Decker	Management	For	For	For
1h.	Elect Linda R. Gooden	Management	For	For	For
1i.	Elect Wayne M. Hewett	Management	For	For	For
1j.	Elect Manuel Kadre	Management	For	For	For
1k.	Elect Stephanie C. Linnartz	Management	For	For	For
1l.	Elect Paula Santilli	Management	For	For	For
1m.	Elect Caryn Seidman-Becker	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Rescission of Majority-Supported Shareholder Proposal	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Public Positions on Political Speech	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

DEXCOM INC

ISIN	US2521311074	Meeting Date	18-May-23
Ticker	DXCM	Deadline Date	12-May-23
Country	United States	Record Date	29-Mar-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Steven R. Altman	Management	For	For	For
1.2	Elect Richard A. Collins	Management	For	For	For
1.3	Elect Karen M. Dahut	Management	For	For	For
1.4	Elect Mark G. Foletta	Management	For	For	For
1.5	Elect Barbara E. Kahn	Management	For	For	For
1.6	Elect Kyle Malady	Management	For	For	For
1.7	Elect Eric Topol	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against
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MORGAN STANLEY

ISIN	US6174464486	Meeting Date	19-May-23
Ticker	MPQ	Deadline Date	15-May-23
Country	United States	Record Date	20-Mar-23
Blocking	No	Vote Date	04-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Alistair Darling	Management	For	For	For
1b.	Elect Thomas H. Glocer	Management	For	For	For
1c.	Elect James P. Gorman	Management	For	For	For
1d.	Elect Robert H. Herz	Management	For	For	For
1e.	Elect Erika H. James	Management	For	For	For
1f.	Elect Hironori Kamezawa	Management	For	For	For
1g.	Elect Shelley B. Leibowitz	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

1h.	Elect Stephen J. Luczo	Management	For	For	For
1i.	Elect Judith A. Miscik	Management	For	For	For
1j.	Elect Masato Miyachi	Management	For	For	For
1k.	Elect Dennis M. Nally	Management	For	For	For
1l.	Elect Mary L. Schapiro	Management	For	For	For
1m.	Elect Perry M. Traquina	Management	For	For	For
1n.	Elect Rayford Wilkins Jr.	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Shareholder	Against	For	Against

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THERMO FISHER SCIENTIFIC INC.

ISIN	US8835561023	Meeting Date	24-May-23
Ticker	TMO	Deadline Date	18-May-23
Country	United States	Record Date	27-Mar-23
Blocking	No	Vote Date	04-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Marc N. Casper	Management	For	For	For
1b.	Elect Nelson J. Chai	Management	For	For	For
1c.	Elect Ruby R. Chandy	Management	For	For	For
1d.	Elect C. Martin Harris	Management	For	For	For
1e.	Elect Tyler Jacks	Management	For	For	For
1f.	Elect R. Alexandra Keith	Management	For	For	For
1g.	Elect James C. Mullen	Management	For	For	For
1h.	Elect Lars R. Sørensen	Management	For	For	For
1i.	Elect Debora L. Spar	Management	For	For	For
1j.	Elect Scott M. Sperling	Management	For	For	For
1k.	Elect Dion J. Weisler	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For
5.	Amendment to the 2013 Stock Incentive Plan	Management	For	For	For
6.	Approval of the 2023 Employee Stock Purchase Plan	Management	For	For	For

PAYPAL HOLDINGS INC

ISIN	US70450Y1038	Meeting Date	24-May-23
Ticker	PYPL	Deadline Date	18-May-23
Country	United States	Record Date	30-Mar-23
Blocking	No	Vote Date	04-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Rodney C. Adkins	Management	For	For	For
1b.	Elect Jonathan Christodoro	Management	For	For	For

Proxy Voting Summary

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1c.	Elect John J. Donahoe II	Management	For	For	For
1d.	Elect David W. Dorman	Management	For	For	For
1e.	Elect Belinda J. Johnson	Management	For	For	For
1f.	Elect Enrique Lores	Management	For	For	For
1g.	Elect Gail J. McGovern	Management	For	For	For
1h.	Elect Deborah M. Messemer	Management	For	For	For
1i.	Elect David M. Moffett	Management	For	For	For
1j.	Elect Ann M. Sarnoff	Management	For	For	For
1k.	Elect Daniel H. Schulman	Management	For	For	For
1l.	Elect Frank D. Yeary	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Amendment to the 2015 Equity Incentive Plan	Management	For	Against	Against
4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Policy Against Discriminatory Exclusion in Conflict Zones	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Transparency Reports and Account Suspensions	Shareholder	Against	Abstain	N/A
8.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

9.	Shareholder Proposal Regarding Majority Vote for Election of Directors	Shareholder	Against	For	Against
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ST MICROELECTRONICS

ISIN	NL0000226223	Meeting Date	24-May-23
Ticker		Deadline Date	12-May-23
Country	Netherlands	Record Date	26-Apr-23
Blocking	No	Vote Date	04-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3	Remuneration Report	Management	For	For	For
4	Accounts and Reports	Management	For	For	For
5	Allocation of Dividends	Management	For	For	For
6	Ratification of Management Board Acts	Management	For	For	For
7	Ratification of Supervisory Board Acts	Management	For	For	For
8	Equity Grant - CEO	Management	For	For	For

Proxy Voting Summary

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9	Elect Yann Delabrière to the Supervisory Board	Management	For	For	For
10	Elect Ana de Pro Gonzalo to the Supervisory Board	Management	For	For	For
11	Elect Frédéric Sanchez to the Supervisory Board	Management	For	For	For
12	Elect Maurizio Tamagnini to the Supervisory Board	Management	For	For	For
13	Elect Hélène Vletter-van Dort to the Supervisory Board	Management	For	For	For
14	Elect Paolo Visca to the Supervisory Board	Management	For	For	For
15	Authority to Repurchase Shares	Management	For	For	For
16	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

PARTNERS GROUP HOLDING

ISIN	CH0024608827	Meeting Date	24-May-23
Ticker		Deadline Date	12-May-23
Country	Switzerland	Record Date	15-May-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For		N/A
2	Allocation of Dividends	Management	For		N/A
3	Ratification of Board and Management Acts	Management	For		N/A
4.1	Amendment to Company Purpose	Management	For		N/A
4.2	Amendments to Articles (Virtual Meetings)	Management	For		N/A
4.3	Amendments to Articles (Miscellaneous)	Management	For		N/A
4.4	Amendments to Articles (Share Register)	Management	For		N/A
5	Compensation Report	Management	For		N/A
6.1	Board Compensation (Fixed)	Management	For		N/A
6.2	Board Compensation (Long-Term)	Management	For		N/A
6.3	Board Compensation ("Technical Non-Financial")	Management	For		N/A
6.4	Executive Compensation (Fixed)	Management	For		N/A

Proxy Voting Summary

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6.5	Executive Compensation (Long-Term)	Management	For	N/A
6.6	Executive Compensation ("Technical Non-Financial")	Management	For	N/A
7.1.1	Elect Steffen Meister as Board Chair	Management	For	N/A
7.1.2	Elect Marcel Erni	Management	For	N/A
7.1.3	Elect Alfred Gantner	Management	For	N/A
7.1.4	Elect Anne Lester	Management	For	N/A
7.1.5	Elect Gaëlle Olivier	Management	For	N/A
7.1.6	Elect Martin Strobel	Management	For	N/A
7.1.7	Elect Urs Wietlisbach	Management	For	N/A
7.1.8	Elect Flora Zhao	Management	For	N/A
7.2.1	Elect Flora Zhao as Compensation Committee Member	Management	For	N/A
7.2.2	Elect Anne Lester as Compensation Committee Member	Management	For	N/A
7.2.3	Elect Martin Strobel as Compensation Committee Member	Management	For	N/A
7.3	Appointment of Independent Proxy	Management	For	N/A
7.4	Appointment of Auditor	Management	For	N/A

Proxy Voting Summary

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LOWE`S COS., INC.

ISIN	US5486611073	Meeting Date	26-May-23
Ticker	LOW	Deadline Date	22-May-23
Country	United States	Record Date	20-Mar-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Raul Alvarez	Management	For	For	For
1.2	Elect David H. Batchelder	Management	For	For	For
1.3	Elect Scott H. Baxter	Management	For	For	For
1.4	Elect Sandra B. Cochran	Management	For	For	For
1.5	Elect Laurie Z. Douglas	Management	For	For	For
1.6	Elect Richard W. Dreiling	Management	For	For	For
1.7	Elect Marvin R. Ellison	Management	For	For	For
1.8	Elect Daniel J. Heinrich	Management	For	For	For
1.9	Elect Brian C. Rogers	Management	For	For	For
1.10	Elect Bertram L. Scott	Management	For	For	For
1.11	Elect Colleen Taylor	Management	For	For	For
1.12	Elect Mary Elizabeth West	Management	For	For	For

Proxy Voting Summary

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2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against

LEGRAND SA

ISIN	FR0010307819	Meeting Date	31-May-23
Ticker		Deadline Date	19-May-23
Country	France	Record Date	26-May-23
Blocking	No	Vote Date	16-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

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4	Appointment of Auditor (Mazars)	Management	For	For	For
5	2022 Remuneration Report	Management	For	For	For
6	2022 Remuneration of Angeles Garcia-Poveda, Chair	Management	For	For	For
7	2022 Remuneration of Benoît Coquart, CEO	Management	For	For	For
8	2023 Remuneration Policy (Chair)	Management	For	For	For
9	2023 Remuneration Policy (CEO)	Management	For	For	For
10	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
11	Elect Isabelle Boccon-Gibod	Management	For	For	For
12	Elect Benoît Coquart	Management	For	For	For
13	Elect Angeles Garcia-Poveda	Management	For	For	For
14	Elect Michel Landel	Management	For	For	For
15	Elect Valérie Chort	Management	For	For	For
16	Elect Clare Scherrer	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

TRANE TECHNOLOGIES PLC

ISIN	IE00BK9ZQ967	Meeting Date	01-Jun-23
Ticker		Deadline Date	24-May-23
Country	Ireland	Record Date	06-Apr-23
Blocking	No	Vote Date	23-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.A	Elect Kirk E. Arnold	Management	For	For	For
1.B	Elect Ann C. Berzin	Management	For	For	For
1.C	Elect April Miller Boise	Management	For	For	For
1.D	Elect Gary D. Forsee	Management	For	For	For
1.E	Elect Mark R. George	Management	For	For	For
1.F	Elect John A. Hayes	Management	For	For	For
1.G	Elect Linda P. Hudson	Management	For	For	For
1.H	Elect Myles P. Lee	Management	For	For	For
1.I	Elect David S. Regnery	Management	For	For	For
1.J	Elect Melissa N. Schaeffer	Management	For	For	For
1.K	Elect John P. Surma	Management	For	For	For
2.1	Advisory Vote on Say on Pay Frequency: Please Vote For on This Resolution to Approve 1 year	Management	For	For	For

Proxy Voting Summary

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2.2	Advisory Vote on Say on Pay Frequency: Please Vote For on This Resolution to Approve 2 years	Management	Do Not Vote		N/A
2.3	Advisory Vote on Say on Pay Frequency: Please Vote For on This Resolution to Approve 3 years	Management	Do Not Vote		N/A
2.4	Advisory Vote on Say on Pay Frequency: Please Vote For on This Resolution to Approve Abstain	Management	Do Not Vote		N/A
3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
5	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7	Set the Price Range at which the Company can Re-Allot Treasury Shares	Management	For	For	For

TAIWAN SEMICONDUCTOR MANUFACTURING

ISIN	US8740391003	Meeting Date	06-Jun-23
Ticker		Deadline Date	24-May-23
Country	Taiwan	Record Date	06-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	2022 Business Report and Financial Statements	Management	For	For	For
2	Issuance of Employee Restricted Stock Awards for Year 2023	Management	For	For	For
3	Revise the Procedures for Endorsement and Guarantee.	Management	For	For	For
4	In Order to Reflect the Audit Committee Name Change to the Audit and Risk Committee, To Revise the Name of Audit Committee in four TSMC Policies	Management	For	For	For

Proxy Voting Summary

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MERCADOLIBRE INC

ISIN	US58733R1023	Meeting Date	07-Jun-23
Ticker	MELI	Deadline Date	01-Jun-23
Country	United States	Record Date	11-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Susan L. Segal	Management	For	For	For
1.2	Elect Mario Eduardo Vázquez	Management	For	For	For
1.3	Elect Alejandro Nicolás Aguzin	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For

Proxy Voting Summary

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SALESFORCE INC

ISIN	US79466L3024	Meeting Date	08-Jun-23
Ticker	CRM	Deadline Date	02-Jun-23
Country	United States	Record Date	14-Apr-23
Blocking	No	Vote Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Marc R. Benioff	Management	For	For	For
1b.	Elect Laura Alber	Management	For	For	For
1c.	Elect Craig A. Conway	Management	For	For	For
1d.	Elect Arnold W. Donald	Management	For	For	For
1e.	Elect Parker Harris	Management	For	For	For
1f.	Elect Neelie Kroes	Management	For	For	For
1g.	Elect Sachin Mehra	Management	For	For	For
1h.	Elect G. Mason Morfit	Management	For	For	For
1i.	Elect Oscar Munoz	Management	For	For	For
1j.	Elect John V. Roos	Management	For	For	For
1k.	Elect Robin L. Washington	Management	For	For	For
1l.	Elect Maynard G. Webb	Management	For	For	For

Proxy Voting Summary

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1m.	Elect Susan D. Wojcicki	Management	For	For	For
2.	Amendment to the 2013 Equity Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	Against	Against
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Shareholder	Against	Against	For

Proxy Voting Summary

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TARGET CORP

ISIN	US87612E1064	Meeting Date	14-Jun-23
Ticker	TGT	Deadline Date	08-Jun-23
Country	United States	Record Date	17-Apr-23
Blocking	No	Vote Date	24-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect David P. Abney	Management	For	For	For
1b.	Elect Douglas M. Baker, Jr.	Management	For	For	For
1c.	Elect George S. Barrett	Management	For	For	For
1d.	Elect Gail K. Boudreaux	Management	For	For	For
1e.	Elect Brian C. Cornell	Management	For	For	For
1f.	Elect Robert L. Edwards	Management	For	For	For
1g.	Elect Donald R. Knauss	Management	For	For	For
1h.	Elect Christine A. Leahy	Management	For	For	For
1i.	Elect Monica C. Lozano	Management	For	For	For
1j.	Elect Grace Puma	Management	For	For	For
1k.	Elect Derica W. Rice	Management	For	For	For
1l.	Elect Dmitri L. Stockton	Management	For	For	For

Proxy Voting Summary

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2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against

AMADEUS IT GROUP S.A.

ISIN	ES0109067019	Meeting Date	20-Jun-23
Ticker		Deadline Date	08-Jun-23
Country	Spain	Record Date	15-Jun-23
Blocking	No	Vote Date	30-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Remuneration Report	Management	For	For	For

Proxy Voting Summary

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4	Allocation of Profits/Dividends	Management	For	For	For
5	Ratification of Board Acts	Management	For	For	For
6.1	Elect Frits Dirk van Paasschen	Management	For	For	For
6.2	Elect William Connelly	Management	For	For	For
6.3	Elect Luis Maroto Camino	Management	For	For	For
6.4	Elect Pilar García Ceballos-Zúñiga	Management	For	For	For
6.5	Elect Stephan Gemkow	Management	For	For	For
6.6	Elect Peter Kürpick	Management	For	For	For
6.7	Elect Xiaoqun Clever	Management	For	For	For
7	Directors' Fees	Management	For	For	For
8	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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SONY GROUP CORPORATION

ISIN	JP3435000009	Meeting Date	20-Jun-23
Ticker		Deadline Date	09-Jun-23
Country	Japan	Record Date	31-Mar-23
Blocking	No	Vote Date	24-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Kenichiro Yoshida	Management	For	For	For
1.2	Elect Hiroki Totoki	Management	For	For	For
1.3	Elect Yoshihiko Hatanaka	Management	For	For	For
1.4	Elect Toshiko Oka	Management	For	For	For
1.5	Elect Sakie Akiyama	Management	For	For	For
1.6	Elect Wendy Becker	Management	For	For	For
1.7	Elect Keiko Kishigami	Management	For	For	For
1.8	Elect Joseph A. Kraft Jr.	Management	For	For	For
1.9	Elect Neil Hunt	Management	For	For	For
1.10	Elect William Morrow	Management	For	For	For
2	Equity Compensation Plan	Management	For	For	For

Proxy Voting Summary

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DENSO CORPORATION

ISIN	JP3551500006	Meeting Date	20-Jun-23
Ticker		Deadline Date	09-Jun-23
Country	Japan	Record Date	31-Mar-23
Blocking	No	Vote Date	24-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Koji Arima	Management	For	For	For
1.2	Elect Shinnosuke Hayashi	Management	For	For	For
1.3	Elect Yasushi Matsui	Management	For	For	For
1.4	Elect Kenichiro Ito	Management	For	For	For
1.5	Elect Akio Toyoda	Management	For	For	For
1.6	Elect Shigeki Kushida	Management	For	For	For
1.7	Elect Yuko Mitsuya	Management	For	For	For
1.8	Elect Joseph P. Schmelzeis, Jr.	Management	For	For	For

Proxy Voting Summary

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2.1	Elect Shingo Kuwamura	Management	For	Against	Against
2.2	Elect Yasuko Goto	Management	For	For	For
2.3	Elect Haruo Kitamura	Management	For	For	For
3	Elect Hiromi Kitagawa as Alternate Statutory Auditor	Management	For	For	For

NVIDIA CORP

ISIN	US67066G1040	Meeting Date	22-Jun-23
Ticker	NVDA	Deadline Date	16-Jun-23
Country	United States	Record Date	24-Apr-23
Blocking	No	Vote Date	15-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Robert K. Burgess	Management	For	For	For
1b.	Elect Tench Coxo	Management	For	For	For
1c.	Elect John O. Dabiri	Management	For	For	For

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1d.	Elect Persis S. Drell	Management	For	For	For
1e.	Elect Jen-Hsun Huang	Management	For	For	For
1f.	Elect Dawn Hudson	Management	For	For	For
1g.	Elect Harvey C. Jones	Management	For	For	For
1h.	Elect Michael G. McCaffery	Management	For	For	For
1i.	Elect Stephen C. Neal	Management	For	For	For
1j.	Elect Mark L. Perry	Management	For	For	For
1k.	Elect A. Brooke Seawell	Management	For	For	For
1l.	Elect Aarti Shah	Management	For	For	For
1m.	Elect Mark A. Stevens	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MASTERCARD INCORPORATED

ISIN	US57636Q1040	Meeting Date	27-Jun-23
Ticker	MA	Deadline Date	21-Jun-23
Country	United States	Record Date	28-Apr-23
Blocking	No	Vote Date	15-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Merit E. Janow	Management	For	For	For
1b.	Elect Candido Botelho Bracher	Management	For	For	For
1c.	Elect Richard K. Davis	Management	For	For	For
1d.	Elect Julius Genachowski	Management	For	For	For
1e.	Elect Choon Phong Goh	Management	For	For	For
1f.	Elect Oki Matsumoto	Management	For	For	For
1g.	Elect Michael Miebach	Management	For	For	For
1h.	Elect Youngme E. Moon	Management	For	For	For
1i.	Elect Rima Qureshi	Management	For	For	For
1j.	Elect Gabrielle Sulzberger	Management	For	For	For
1k.	Elect Harit Talwar	Management	For	For	For
1l.	Elect Lance Uggla	Management	For	For	For

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2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Approval of the Employee Stock Purchase Plan	Management	For	For	For
5.	Ratification of Auditor	Management	For	For	For
6.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Cost Benefit Analysis of Global Diversity and Inclusion Efforts	Shareholder	Against	Against	For

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DSM-FIRMENICH AG

ISIN	CH1216478797	Meeting Date	29-Jun-23
Ticker		Deadline Date	17-Jun-23
Country	Switzerland	Record Date	15-Jun-23
Blocking	No	Vote Date	

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For		N/A
2.	Dividends from Reserves	Management	For		N/A
3.1.	Board Compensation	Management	For		N/A
3.2.	Executive Compensation	Management	For		N/A
4.1.	Amendments to Articles (Resolutions)	Management	For		N/A
4.2.	Amendments to Articles (Share Register)	Management	For		N/A
New	Additional or Amended Proposals	Management			N/A

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NATIONAL GRID PLC

ISIN	GB00BDR05C01	Meeting Date	10-Jul-23
Ticker		Deadline Date	28-Jun-23
Country	United Kingdom	Record Date	06-Jul-23
Blocking	No	Vote Date	19-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Elect Paula Rosput Reynolds	Management	For	For	For
4	Elect John Pettigrew	Management	For	For	For
5	Elect Andy Agg	Management	For	For	For
6	Elect Thérèse Esperdy	Management	For	For	For
7	Elect Liz Hewitt	Management	For	For	For
8	Elect Ian P. Livingston	Management	For	For	For
9	Elect Iain J. Mackay	Management	For	For	For
10	Elect Anne Robinson	Management	For	For	For
11	Elect Earl L. Shipp	Management	For	For	For
12	Elect Jonathan Silver	Management	For	For	For

Proxy Voting Summary

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13	Elect Antony Wood	Management	For	For	For
14	Elect Martha B. Wyrsh	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Set Auditor's Fees	Management	For	For	For
17	Remuneration Report	Management	For	For	For
18	Authorisation of Political Donations	Management	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
22	Authority to Repurchase Shares	Management	For	For	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

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INDUSTRIA DE DISEÑO TEXTIL SA

ISIN	ES0148396007	Meeting Date	11-Jul-23
Ticker		Deadline Date	29-Jun-23
Country	Spain	Record Date	06-Jul-23
Blocking	No	Vote Date	20-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.a	Individual Accounts and Reports	Management	For	For	For
1.b	Ratification of Board Acts	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5.a	Board Size	Management	For	For	For
5.b	Elect Amancio Ortega Gaona	Management	For	For	For
5.c	Elect José Luis Durán Schulz	Management	For	For	For
6	Remuneration Policy	Management	For	For	For
7	2023-2027 Long-Term Incentive Plan	Management	For	For	For
8	Authority to Repurchase and Reissue Shares	Management	For	For	For
9	Remuneration Report	Management	For	For	For

Proxy Voting Summary

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10	Authorisation of Legal Formalities	Management	For	For	For
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EXPERIAN PLC

ISIN	GB00B19NLV48	Meeting Date	19-Jul-23
Ticker		Deadline Date	07-Jul-23
Country	Jersey	Record Date	17-Jul-23
Blocking	No	Vote Date	27-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Remuneration Policy	Management	For	For	For
4	Elect Craig Boundy	Management	For	For	For
5	Elect Kathleen Traynor DeRose	Management	For	For	For
6	Elect Esther S. Lee	Management	For	For	For
7	Elect Louise Pentland	Management	For	For	For

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8	Elect Alison Brittain	Management	For	For	For
9	Elect Brian Cassin	Management	For	For	For
10	Elect Caroline F. Donahue	Management	For	For	For
11	Elect Luiz Fernando Vendramini Fleury	Management	For	For	For
12	Elect Jonathan Howell	Management	For	For	For
13	Elect Lloyd Pitchford	Management	For	For	For
14	Elect Mike Rogers	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Set Auditor's Fees	Management	For	For	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For

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LINDE PLC

ISIN	IE000S9YS762	Meeting Date	24-Jul-23
Ticker		Deadline Date	06-Jul-23
Country	Ireland	Record Date	27-Apr-23
Blocking	No	Vote Date	29-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Stephen F. Angel	Management	For	For	For
1B	Elect Sanjiv Lamba	Management	For	For	For
1C	Elect Ann-Kristin Achleitner	Management	For	For	For
1D	Elect Thomas Enders	Management	For	For	For
1E	Elect Hugh Grant	Management	For	For	For
1F	Elect Joe Kaeser	Management	For	Against	Against
1G	Elect Victoria E. Ossadnik	Management	For	For	For
1H	Elect Martin H. Richenhagen	Management	For	For	For
1I	Elect Alberto Weisser	Management	For	For	For
1J	Elect Robert L. Wood	Management	For	For	For
2A	Ratification of Auditor	Management	For	For	For

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2B	Authority to Set Auditor's Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Amendment to Supermajority Requirements	Management	For	For	For

GENERAL MILLS, INC.

ISIN	US3703341046	Meeting Date	26-Sep-23
Ticker	GIS	Deadline Date	19-Sep-23
Country	United States	Record Date	28-Jul-23
Blocking	No	Vote Date	07-Sep-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect R. Kerry Clark	Management	For	For	For
1b.	Elect C. Kim Goodwin	Management	For	For	For
1c.	Elect Jeffrey L. Harmening	Management	For	For	For
1d.	Elect Maria G. Henry	Management	For	For	For
1e.	Elect Jo Ann Jenkins	Management	For	For	For

Proxy Voting Summary

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1f.	Elect Elizabeth C. Lempres	Management	For	For	For
1g.	Elect Diane L. Neal	Management	For	For	For
1h.	Elect Stephen A. Odland	Management	For	For	For
1i.	Elect Maria A. Sastre	Management	For	For	For
1j.	Elect Eric D. Sprunk	Management	For	For	For
1k.	Elect Jorge A. Uribe	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For
5.	Advisory Vote on Adoption of Right to Call a Special Meeting	Management	For	Abstain	Against
6.	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	Against

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PROCTER & GAMBLE CO.

ISIN	US7427181091	Meeting Date	10-Oct-23
Ticker	PG	Deadline Date	03-Oct-23
Country	United States	Record Date	11-Aug-23
Blocking	No	Vote Date	04-Oct-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect B. Marc Allen	Management	For	For	For
1b.	Elect Brett Biggs	Management	For	For	For
1c.	Elect Sheila Bonini	Management	For	For	For
1d.	Elect Angela F. Braly	Management	For	For	For
1e.	Elect Amy L. Chang	Management	For	For	For
1f.	Elect Joseph Jimenez	Management	For	For	For
1g.	Elect Christopher Kempczinski	Management	For	For	For
1h.	Elect Debra L. Lee	Management	For	For	For
1i.	Elect Terry J. Lundgren	Management	For	For	For
1j.	Elect Christine M. McCarthy	Management	For	For	For
1k.	Elect Jon R. Moeller	Management	For	For	For
1l.	Elect Robert J. Portman	Management	For	For	For

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1m.	Elect Rajesh Subramaniam	Management	For	For	For
1n.	Elect Patricia A. Woertz	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Business with China	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Shareholder	Against	For	Against

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LAM RESEARCH CORP.

ISIN	US5128071082	Meeting Date	07-Nov-23
Ticker	LRCX	Deadline Date	31-Oct-23
Country	United States	Record Date	08-Sep-23
Blocking	No	Vote Date	18-Oct-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sohail U. Ahmed	Management	For	For	For
1b.	Elect Timothy M. Archer	Management	For	For	For
1c.	Elect Eric K. Brandt	Management	For	For	For
1d.	Elect Michael R. Cannon	Management	For	For	For
1e.	Elect John M. Dineen	Management	For	For	For
1f.	Elect Ho Kyu Kang	Management	For	For	For
1g.	Elect Bethany J. Mayer	Management	For	For	For
1h.	Elect Jyoti K. Mehra	Management	For	For	For
1i.	Elect Abhijit Y. Talwalkar	Management	For	For	For
1j.	Elect Rick Lih-Shyng TSAI	Management	For	For	For
1k.	Elect Leslie F. Varon	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

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3.	Frequency of Advisory Vote on Executive Compensation Management		1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For

ORACLE CORP.

ISIN	US68389X1054	Meeting Date	15-Nov-23
Ticker	ORCL	Deadline Date	08-Nov-23
Country	United States	Record Date	18-Sep-23
Blocking	No	Vote Date	30-Oct-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Awo Ablo	Management	For	For	For
1.2	Elect Jeffrey S. Berg	Management	For	For	For
1.3	Elect Michael J. Boskin	Management	For	For	For
1.4	Elect Safra A. Catz	Management	For	Withhold	Against
1.5	Elect Bruce R. Chizen	Management	For	For	For

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1.6	Elect George H. Conrades	Management	For	Withhold	Against
1.7	Elect Lawrence J. Ellison	Management	For	For	For
1.8	Elect Rona Fairhead	Management	For	For	For
1.9	Elect Jeffrey O. Henley	Management	For	For	For
1.10	Elect Renée J. James	Management	For	For	For
1.11	Elect Charles W. Moorman	Management	For	Withhold	Against
1.12	Elect Leon E. Panetta	Management	For	Withhold	Against
1.13	Elect William G. Parrett	Management	For	For	For
1.14	Elect Naomi O. Seligman	Management	For	Withhold	Against
1.15	Elect Vishal Sikka	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Amendment to the 2020 Equity Incentive Plan	Management	For	Against	Against
5.	Ratification of Auditor	Management	For	For	For

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6.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against

FERGUSON PLC.

ISIN	JE00BJVNSS43	Meeting Date	28-Nov-23
Ticker		Deadline Date	16-Nov-23
Country	Jersey	Record Date	22-Nov-23
Blocking	No	Vote Date	10-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.A	Elect Kelly Baker	Management	For	For	For
1.B	Elect Bill Brundage	Management	For	Against	Against
1.C	Elect Geoff Drabble	Management	For	For	For

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1.D	Elect Catherine Halligan	Management	For	For	For
1.E	Elect Brian May	Management	For	For	For
1.F	Elect James S. Metcalf	Management	For	For	For
1.G	Elect Kevin Murphy	Management	For	For	For
1.H	Elect Alan J. Murray	Management	For	For	For
1.I	Elect Thomas Schmitt	Management	For	Against	Against
1.J	Elect Nadia Shouraboura	Management	For	For	For
1.K	Elect Suzanne Wood	Management	For	For	For
2	Ratification of Auditor	Management	For	For	For
3	Authority to Set Auditor's Fees	Management	For	For	For
4	Accounts and Reports	Management	For	For	For
5	Advisory Vote on Executive Compensation	Management	For	For	For
6.1	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 1 year	Management	For	For	For
6.2	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 2 years	Management	Do Not Vote		N/A
6.3	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve 3 years	Management	Do Not Vote		N/A
6.4	Advisory vote on the frequency of future advisory votes on executive compensation: please vote on this resolution to approve abstain	Management	Do Not Vote		N/A
7	Approval of the 2023 Omnibus Equity Incentive Plan	Management	For	For	For
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For

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9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Adoption of New Articles	Management	For	For	For

MICROSOFT CORPORATION

ISIN	US5949181045	Meeting Date	07-Dec-23
Ticker	MSFT	Deadline Date	30-Nov-23
Country	United States	Record Date	29-Sep-23
Blocking	No	Vote Date	21-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Reid G. Hoffman	Management	For	For	For
1b.	Elect Hugh F. Johnston	Management	For	Against	Against
1c.	Elect Teri L. List	Management	For	For	For

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1d.	Elect Catherine MacGregor	Management	For	For	For
1e.	Elect Mark Mason	Management	For	For	For
1f.	Elect Satya Nadella	Management	For	For	For
1g.	Elect Sandra E. Peterson	Management	For	For	For
1h.	Elect Penny S. Pritzker	Management	For	For	For
1i.	Elect Carlos A. Rodriguez	Management	For	For	For
1j.	Elect Charles W. Scharf	Management	For	For	For
1k.	Elect John W. Stanton	Management	For	For	For
1l.	Elect Emma N. Walmsley	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Government Takedown Requests	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Risks of Developing Military Weapons	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	Against

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11.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Shareholder	Against	For	Against
12.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	For	Against
13.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	Against