

Aspiration Redwood Fund Proxy Voting Record 2024

Company Name	Ticker	Country	Primary ISIN	Primary CUSIP	Meeting Type	Meeting Date	Record Date	Shares Voted	Proponent	ESG Pillar	Proposal Code Category	Votable Proposal	Proposal Number	Proposal Text	Management Recommendation	Vote Instruction	Voter Rationale	Voted	Vote Against Management
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1a	Elect Director Susan L. Decker	For	Against	Non-independent candidate and historic concerns over Board independence.	Yes	Yes
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1b	Elect Director Kenneth D. Denman	For	For		Yes	No
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1c	Elect Director Helena B. Foulkes	For	For		Yes	No
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1d	Elect Director Richard A. Galanti	For	For		Yes	No
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1e	Elect Director Hamilton E. James	For	Against	Non-independent Chair on majority non-independent Board. Non-independent candidate and historic concerns over Board independence.	Yes	Yes
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1f	Elect Director W. Craig Jelinek	For	Against	Non-independent candidate and historic concerns over Board independence.	Yes	Yes
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1g	Elect Director Sally Jewell	For	For		Yes	No
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1h	Elect Director Jeffrey S. Raikes	For	Against	Board not sufficiently independent. Non-independent candidate and historic concerns over Board independence.	Yes	Yes
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1i	Elect Director John W. Stanton	For	For		Yes	No
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1j	Elect Director Ron M. Vachris	For	For		Yes	No
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Director Election	Yes	1k	Elect Director Mary Agnes (Maggie) Wilderotter	For	For		Yes	No
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Audit Related	Yes	2	Ratify KPMG LLP as Auditors	For	For		Yes	No
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vesting of performance awards is less than three years.	Yes	Yes
Costco Wholesale Corporation	COST	USA	US22160K1051	22160K105	Annual	18-Jan-24	10-Nov-23	9,105	Shareholder	E	Environmental	Yes	4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	Against	Against		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Director Election	Yes	1a	Elect Director Richard M. Beyer	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Director Election	Yes	1b	Elect Director Lynn A. Dugle	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Director Election	Yes	1c	Elect Director Steven J. Gomo	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Director Election	Yes	1d	Elect Director Linnie M. Haynesworth	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Director Election	Yes	1e	Elect Director Mary Pat McCarthy	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Director Election	Yes	1f	Elect Director Sanjay Mehrotra	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Director Election	Yes	1g	Elect Director Robert E. Switz	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Director Election	Yes	1h	Elect Director MaryAnn Wright	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Compensation	Yes	3	Advisory Vote on Say on Pay Frequency	One Year	One Year		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Management	G	Audit Related	Yes	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
Micron Technology, Inc.	MU	USA	US5951121038	595112103	Annual	18-Jan-24	20-Nov-23	27,147	Shareholder	G	Compensation	Yes	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1a	Elect Director Lloyd A. Carney	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1b	Elect Director Kermit R. Crawford	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For		Yes	No

Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1d	Elect Director Ramon Laguarta	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1e	Elect Director Teri L. List	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1f	Elect Director John F. Lundgren	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1g	Elect Director Ryan McInerney	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1h	Elect Director Denise M. Morrison	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1i	Elect Director Pamela Murphy	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1j	Elect Director Linda J. Rendle	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Director Election	Yes	1k	Elect Director Maynard G. Webb, Jr.	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Audit Related	Yes	3	Ratify KPMG LLP as Auditors	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Miscellaneous	Yes	4	Approve Class B Exchange Offer Program Certificate Amendments	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Management	G	Takeover Related	Yes	5	Adjourn Meeting	For	For		Yes	No
Visa Inc.	V	USA	US92826C8394	92826C839	Annual	23-Jan-24	24-Nov-23	25,059	Shareholder	G	Compensation	Yes	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Management	G	Director Election	Yes	1a	Elect Director Mark A. Blinn	For	For		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Management	G	Director Election	Yes	1b	Elect Director Leticia Goncalves Lourenco	For	For		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Management	G	Director Election	Yes	1c	Elect Director James M. McKelvey	For	For		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Management	G	Director Election	Yes	1d	Elect Director James S. Turley	For	For		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Management	G	Director Related	Yes	3	Declassify the Board of Directors	For	For		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Management	G	Compensation	Yes	4	Approve Omnibus Stock Plan	For	For		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Management	G	Audit Related	Yes	5	Ratify KPMG LLP as Auditors	For	For		Yes	No
Emerson Electric Co.	EMR	USA	US2910111044	291011104	Annual	06-Feb-24	28-Nov-23	17,768	Shareholder	G	Corporate Governance	Yes	6	Adopt Simple Majority Vote	Against	For	We will support proposals that reduce supermajority voting limits.	Yes	Yes
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Director Election	Yes	1.1	Elect Director Sallie B. Bailey	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Director Election	Yes	1.2	Elect Director Pamela Edwards	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Director Election	Yes	1.3	Elect Director Howard Heckes	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Director Election	Yes	1.4	Elect Director Gary Hendrickson	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Director Election	Yes	1.5	Elect Director Vernon J. Nagel	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Director Election	Yes	1.6	Elect Director Harmit Singh	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Director Election	Yes	1.7	Elect Director Jesse Singh	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Director Election	Yes	1.8	Elect Director Fiona Tan	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Audit Related	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
The AZEK Company Inc.	AZEK	USA	US05478C1053	05478C105	Annual	01-Mar-24	12-Jan-24	86,889	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Executive pay is not aligned with performance. Poor pay disclosure.	Yes	Yes
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1a	Elect Director Ritch Allison	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1b	Elect Director Andy Campion	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1c	Elect Director Beth Ford	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1d	Elect Director Melody Hobson	For	For		Yes	No

Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1e	Elect Director Jorgen Vig Knudstorp	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1f	Elect Director Neal Mohan	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1g	Elect Director Satya Nadella	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1h	Elect Director Laxman Narasimhan	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1i	Elect Director Daniel Servitje	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1j	Elect Director Mike Sievert	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Director Election	Yes	1k	Elect Director Wei Zhang	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Shareholder	G	Director Election	No	1l	Elect Dissident Nominee Director Maria Echaveste	Non-Voting Item	Non-Voting Item		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Shareholder	G	Director Election	No	1m	Elect Dissident Nominee Director Joshua Gotbaum	Non-Voting Item	Non-Voting Item		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Shareholder	G	Director Election	No	1n	Elect Dissident Nominee Director Wilma B. Liebman	Non-Voting Item	Non-Voting Item		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Management	G	Audit Related	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Shareholder	E	Environmental	Yes	4	Report on Plant-Based Milk Pricing	Against	Against		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Shareholder	E, S	E&S Blended	Yes	5	Conduct Audit and Report on Systemic Discrimination	Against	Against		Yes	No
Starbucks Corporation	SBUX	USA	US8552441094	855244109	Annual	13-Mar-24	05-Jan-24	21,486	Shareholder	S	Social	Yes	6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	Against		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1a	Elect Director Cristiano Amon	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1b	Elect Director Amy Banse	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1c	Elect Director Brett Biggs	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1d	Elect Director Melanie Boulden	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1e	Elect Director Frank Calderoni	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1f	Elect Director Laura Desmond	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1g	Elect Director Shantanu Narayen	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1h	Elect Director Spencer Neumann	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1i	Elect Director Kathleen Oberg	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1j	Elect Director Dheeraj Pandey	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1k	Elect Director David Ricks	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Director Election	Yes	1l	Elect Director Daniel Rosensweig	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Compensation	Yes	2	Amend Omnibus Stock Plan	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Audit Related	Yes	3	Ratify KPMG LLP as Auditors	For	For		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Management	G	Compensation	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Accelerated vesting of awards undermines shareholder long-term interest. Vesting of performance awards or performance period is less than three years. Excessive severance package.	Yes	Yes
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Shareholder	G	Director Related	Yes	5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	Against	Against		Yes	No
Adobe Inc.	ADBE	USA	US00724F1012	00724F101	Annual	17-Apr-24	20-Feb-24	5,274	Shareholder	S	Social	Yes	6	Report on Hiring of Persons with Arrest or Incarceration Records	Against	Against		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1a	Elect Director Diane M. Bryant	For	For		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1b	Elect Director Gayla J. Delly	For	For		Yes	No

Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1c	Elect Director Kenneth Y. Hao	For	For		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1d	Elect Director Eddy W. Hartenstein	For	For		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1e	Elect Director Check Kian Low	For	For		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1f	Elect Director Justine F. Page	For	For		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1g	Elect Director Henry Samuelli	For	For		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1h	Elect Director Hock E. Tan	For	For		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Director Election	Yes	1i	Elect Director Harry L. You	For	Against	Director is considered overboarded.	Yes	Yes
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Audit Related	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
Broadcom Inc.	AVGO	USA	US11135F1012	11135F101	Annual	22-Apr-24	22-Feb-24	1,879	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Excessive pay quantum. Executive pay is not aligned with performance.	Yes	Yes
Bio-Rad Laboratories, Inc.	BIO	USA	US0905722072	090572207	Annual	23-Apr-24	26-Feb-24	8,057	Management	G	Director Election	Yes	1.1	Elect Director Melinda Litherland	For	For		Yes	No
Bio-Rad Laboratories, Inc.	BIO	USA	US0905722072	090572207	Annual	23-Apr-24	26-Feb-24	8,057	Management	G	Director Election	Yes	1.2	Elect Director Arnold A. Pinkston	For	For		Yes	No
Bio-Rad Laboratories, Inc.	BIO	USA	US0905722072	090572207	Annual	23-Apr-24	26-Feb-24	8,057	Management	G	Audit Related	Yes	2	Ratify KPMG LLP as Auditors	For	For		Yes	No
Bio-Rad Laboratories, Inc.	BIO	USA	US0905722072	090572207	Annual	23-Apr-24	26-Feb-24	8,057	Management	G	Compensation	Yes	3	Amend Omnibus Stock Plan	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1a	Elect Director Jan A. Bertsch	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1b	Elect Director Stephen M. Burt	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1c	Elect Director Anesa T. Chalbi	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1d	Elect Director Theodore D. Crandall	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1e	Elect Director Michael P. Doss	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1f	Elect Director Michael F. Hilton	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1g	Elect Director Louis V. Pinkham	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1h	Elect Director Rakesh Sachdev	For	Against	Director is considered overboarded.	Yes	Yes
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1i	Elect Director Curtis W. Stoelting	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Director Election	Yes	1j	Elect Director Robin A. Walker-Lee	For	For		Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	The value of long-term incentive performance shares is 48%, within our threshold of the majority of awards referencing performance conditions that is acceptable. With the excess severance being a minor issue and all other aspects of the plan in line with policy, support is warranted.	Yes	No
Regal Rexnord Corporation	RRX	USA	US7587501039	758750103	Annual	23-Apr-24	01-Mar-24	12,455	Management	G	Audit Related	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Election	Yes	1a	Elect Director James M. Cracchiolo	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Election	Yes	1b	Elect Director Robert F. Sharpe, Jr.	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Election	Yes	1c	Elect Director Dianne Neal Blixt	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Election	Yes	1d	Elect Director Amy DiGeso	For	Against	Lack of gender diversity.	Yes	Yes
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Election	Yes	1e	Elect Director Christopher J. Williams	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Election	Yes	1f	Elect Director Armando Pimentel, Jr.	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Election	Yes	1g	Elect Director Brian T. Shea	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Election	Yes	1h	Elect Director W. Edward Walter, III	For	For		Yes	No

Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Director Related	Yes	2	Amend Certificate of Incorporation to Allow the Exculpation of Officers	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Ameriprise Financial, Inc.	AMP	USA	US03076C1062	03076C106	Annual	24-Apr-24	26-Feb-24	14,241	Management	G	Audit Related	Yes	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1a	Elect Director Kevin P. Clark	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1b	Elect Director Nancy E. Cooper	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1c	Elect Director Joseph L. (Jay) Hooley	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1d	Elect Director Vasumati P. (Vasu) Jakkal	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1e	Elect Director Merit E. Janow	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1f	Elect Director Sean O. Mahoney	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1g	Elect Director Paul M. Meister	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1h	Elect Director Robert K. (Kelly) Ortberg	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1i	Elect Director Colin J. Parris	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Director Election	Yes	1j	Elect Director Ana G. Pinczuk	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Audit Related	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Compensation	Yes	3	Approve Omnibus Stock Plan	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Compensation	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Aptiv PLC	APTV	Jersey	JE00B783TY65	G6095L109	Annual	24-Apr-24	04-Mar-24	36,099	Management	G	Compensation	Yes	5	Advisory Vote on Say on Pay Frequency	One Year	One Year		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1a	Elect Director Nancy E. Cooper	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1b	Elect Director David C. Everitt	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1c	Elect Director Reginald Fils-Aime	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1d	Elect Director Lauren P. Flaherty	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1e	Elect Director David M. Foulkes	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1f	Elect Director Joseph W. McClanathan	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1g	Elect Director David V. Singer	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1h	Elect Director J. Steven Whisler	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1i	Elect Director Roger J. Wood	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Director Election	Yes	1j	Elect Director MaryAnn Wright	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Brunswick Corporation	BC	USA	US1170431092	117043109	Annual	01-May-24	08-Mar-24	27,835	Management	G	Audit Related	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1a	Elect Director Kathryn J. Boor	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1b	Elect Director Mark J. Costa	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1c	Elect Director Carol Anthony (John) Davidson	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1d	Elect Director Roger W. Ferguson, Jr.	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1e	Elect Director John F. Ferraro	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1f	Elect Director J. Erik Fyrwald	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1g	Elect Director Christina Gold	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1h	Elect Director Gary Hu	For	For		Yes	No

International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1i	Elect Director Kevin O'Byrne	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Director Election	Yes	1j	Elect Director Dawn C. Willoughby	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Audit Related	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Management	G	Compensation	Yes	4	Amend Omnibus Stock Plan	For	For		Yes	No
International Flavors & Fragrances Inc.	IFF	USA	US4595061015	459506101	Annual	01-May-24	06-Mar-24	43,664	Shareholder	S	Social	Yes	5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	Against	Against	IFF currently reports on their policies around freedom of association in their Global Human Rights Policy, Code of Conduct and Vendor Code of Conduct. The controversies the proponent lists do not seem to be indicative of a failure to uphold these policies. The company engaged with the striking employees in Memphis and has unions and labor protections in all the international sites listed by the proponent (Brazil, Indonesia, China, India). The additional reporting requested does not seem to add value beyond what is reported today. Engagement around any outstanding controversies, or ones that arise in the future, would add more value to understanding how the company is upholding their policies. Therefore, support is not warranted.	Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.1	Elect Director Mark W. Adams	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.2	Elect Director Ita Brennan	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.3	Elect Director Lewis Chew	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.4	Elect Director Anirudh Devgan	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.5	Elect Director ML Krakauer	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.6	Elect Director Julia Liuson	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.7	Elect Director James D. Plummer	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.8	Elect Director Alberto Sangiovanni-Vincentelli	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Election	Yes	1.9	Elect Director Young K. Sohn	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Compensation	Yes	2	Amend Qualified Employee Stock Purchase Plan	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Director Related	Yes	3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For		Yes	No
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Takeover Related	Yes	4	Amend Charter to Add Restrictions on Shareholder Action by Written Consent	For	Against	The proposal seeks to place a 25 percent ownership requirement to initiate shareholder action by written consent into the company's charter. This represents a restriction on shareholder rights. The company has not provided a reasonable rationale as to why the ownership threshold should be at such a relatively high level.	Yes	Yes
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Compensation	Yes	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Majority of awards vest without reference to performance conditions.	Yes	Yes
Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Management	G	Audit Related	Yes	6	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No

Cadence Design Systems, Inc.	CDNS	USA	US1273871087	127387108	Annual	02-May-24	04-Mar-24	14,400	Shareholder	G	Compensation	Yes	7	Submit Severance Agreement to Shareholder Vote	Against	Against		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1a	Elect Director Judson B. Althoff	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1b	Elect Director Shari L. Ballard	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1c	Elect Director Christophe Beck	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1d	Elect Director Eric M. Green	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1e	Elect Director Arthur J. Higgins	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1f	Elect Director Michael Larson	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1g	Elect Director David W. MacLennan	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1h	Elect Director Tracy B. McKibben	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1i	Elect Director Lionel L. Nowell, III	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1j	Elect Director Victoria J. Reich	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1k	Elect Director Suzanne M. Vautrinot	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Director Election	Yes	1l	Elect Director John J. Zillmer	For	Against	Director is considered overboarded.	Yes	Yes
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Management	G	Audit Related	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
Ecolab Inc.	ECL	USA	US2788651006	278865100	Annual	02-May-24	05-Mar-24	10,423	Shareholder	G	Director Related	Yes	4	Require Independent Board Chair	Against	For	Supportive of the role of CEO and Chairman being separated.	Yes	Yes
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Director Election	Yes	1a	Elect Director Roxanne S. Austin	For	For		Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Director Election	Yes	1b	Elect Director Richard A. Gonzalez	For	For		Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Director Election	Yes	1c	Elect Director Susan E. Quaggin	For	For		Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Director Election	Yes	1d	Elect Director Rebecca B. Roberts	For	For		Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Director Election	Yes	1e	Elect Director Glenn F. Tilton	For	For		Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Audit Related	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	The portion of long-term incentive that uses a 1-year performance period (Adjusted Diluted EPS) has a vesting period of 3 years, at which time vesting is dependent on relative TSR over the period. Considering the additional requirement to LTI, and the excessive severance package being a minor violation of our voting policy, support is warranted.	Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Compensation	Yes	4	Advisory Vote on Say on Pay Frequency	One Year	One Year		Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Management	G	Takeover Related	Yes	5	Eliminate Supermajority Vote Requirement	For	For		Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Shareholder	G	Corporate Governance	Yes	6	Adopt Simple Majority Vote	Against	For	We will support proposals that reduce supermajority voting limits.	Yes	Yes

AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Shareholder	S	Social	Yes	7	Report on Lobbying Payments and Policy	Against	Against	AbbVie has enhanced their disclosure around lobbying payments and policy in recent years, including reporting on activity on a quarterly basis, disclosing the % of trade association dues spent on federal lobbying to its trade association membership, and a congruency of lobbying to company values assessment which led to the company leaving 4 associations they felt did not align with their values in 2023 (PhRMA, BIO, IFPMA, Business Roundtable). The increased disclosure puts AbbVie in line with peers and the actions of leaving associations provides evidence of their commitment to align lobbying payments to their company values. Based on these reasons, support is not warranted.	Yes	No
AbbVie Inc.	ABBV	USA	US00287Y1091	00287Y109	Annual	03-May-24	04-Mar-24	13,527	Shareholder	S	Social	Yes	8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	Against	The main controversy at AbbVie on this topic is related to Humira, which began to see competition from biosimilar versions in 2023. In response to the same proposal on last year's ballot, the company increased disclosure on their pricing strategy, policy and access efforts in their ESG Action Report and their Intellectual Property and Patient Access report. Considering the main patent in question is now encountering competition and the company's increased disclosure in response to the proposal, support is not warranted.	Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1a	Elect Director Jon E. Barfield	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1b	Elect Director Deborah H. Butler	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1c	Elect Director Kurt L. Darrow	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1d	Elect Director Ralph Izzo	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1e	Elect Director Garrick J. Rochow	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1f	Elect Director John G. Russell	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1g	Elect Director Suzanne F. Shank	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1h	Elect Director Myrna M. Soto	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1i	Elect Director John G. Sznewajns	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1j	Elect Director Ronald J. Tanski	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Director Election	Yes	1k	Elect Director Laura H. Wright	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Audit Related	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
CMS Energy Corporation	CMS	USA	US1258961002	125896100	Annual	03-May-24	05-Mar-24	17,958	Management	G	Takeover Related	Yes	4	Eliminate Supermajority Vote Requirement	For	For		Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Management	G	Director Election	Yes	1a	Elect Director Katherine Baicker	For	For		Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Management	G	Director Election	Yes	1b	Elect Director J. Erik Fyrwald	For	For		Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Management	G	Director Election	Yes	1c	Elect Director Jamere Jackson	For	For		Yes	No

Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Management	G	Director Election	Yes	1d	Elect Director Gabrielle Sulzberger	For	For		Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	Considering the overall pay and performance alignment and additional vesting period for LTI performance metrics over a 2-year period, support is warranted.	Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Management	G	Audit Related	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Management	G	Director Related	Yes	4	Declassify the Board of Directors	For	For		Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Management	G	Takeover Related	Yes	5	Eliminate Supermajority Vote Requirement	For	For		Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Shareholder	S	Social	Yes	6	Report on Lobbying Payments and Policy	Against	For	In general, we will support shareholder proposals seeking greater transparency on company lobbying except where covered by existing legislation and where the company meets such regulation, unless there is a direct reputational risk.	Yes	Yes
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Shareholder	S	Social	Yes	7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against	Against	The company currently discloses their DEI goals, policies and programs, in addition to quantitative statistics on how the company is progressing across various diversity areas. The current level of disclosure allows shareholder to evaluate the effectiveness of DEI efforts and additional reporting would not provide value.	Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Shareholder	S	Social	Yes	8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	Against		Yes	No
Eli Lilly and Company	LLY	USA	US5324571083	532457108	Annual	06-May-24	28-Feb-24	6,692	Shareholder	S	Social	Yes	9	Adopt a Comprehensive Human Rights Policy	Against	Against	The company currently reports their human rights policy for both internal operations and supplier expectations in their ESG Report and Supplier Code of Business Conduct, including their commitment to enabling affordable access to their medicines and adhering to the UNGC principles on Human Rights, which covers all the items the proponent is requesting.	Yes	No
Moderna, Inc.	MRNA	USA	US60770K1079	60770K107	Annual	06-May-24	07-Mar-24	15,650	Management	G	Director Election	Yes	1a	Elect Director Robert Langer	For	For		Yes	No
Moderna, Inc.	MRNA	USA	US60770K1079	60770K107	Annual	06-May-24	07-Mar-24	15,650	Management	G	Director Election	Yes	1b	Elect Director Elizabeth Nabel	For	For		Yes	No
Moderna, Inc.	MRNA	USA	US60770K1079	60770K107	Annual	06-May-24	07-Mar-24	15,650	Management	G	Director Election	Yes	1c	Elect Director Elizabeth Tallett	For	For		Yes	No
Moderna, Inc.	MRNA	USA	US60770K1079	60770K107	Annual	06-May-24	07-Mar-24	15,650	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	As a developmental and R&D stage biotech company, the value is closely tied with pipeline buildout, which the compensation plan currently incentivizes executives to succeed in through both short and long term incentive goals. Moderna recently introduced performance based long-term incentive to make up 25% of the award and disclosed that starting in 2024 PSUs will make up 50% of the award, in line with our policy. Given the industry considerations and commitment to be in line with policy as of next year, support is warranted.	Yes	No
Moderna, Inc.	MRNA	USA	US60770K1079	60770K107	Annual	06-May-24	07-Mar-24	15,650	Management	G	Audit Related	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Moderna, Inc.	MRNA	USA	US60770K1079	60770K107	Annual	06-May-24	07-Mar-24	15,650	Management	G	Takeover Related	Yes	4	Provide Right to Call Special Meeting	For	For		Yes	No

Moderna, Inc.	MRNA	USA	US60770K1079	60770K107	Annual	06-May-24	07-Mar-24	15,650	Management	G	Director Related	Yes	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For		Yes	No
Bloom Energy Corporation	BE	USA	US0937121079	093712107	Annual	07-May-24	12-Mar-24	80,484	Management	G	Director Election	Yes	1.1	Elect Director Michael J. Boskin	For	For		Yes	No
Bloom Energy Corporation	BE	USA	US0937121079	093712107	Annual	07-May-24	12-Mar-24	80,484	Management	G	Director Election	Yes	1.2	Elect Director John T. Chambers	For	For		Yes	No
Bloom Energy Corporation	BE	USA	US0937121079	093712107	Annual	07-May-24	12-Mar-24	80,484	Management	G	Director Election	Yes	1.3	Elect Director Cynthia (CJ) Warner	For	For		Yes	No
Bloom Energy Corporation	BE	USA	US0937121079	093712107	Annual	07-May-24	12-Mar-24	80,484	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Bloom Energy Corporation	BE	USA	US0937121079	093712107	Annual	07-May-24	12-Mar-24	80,484	Management	G	Audit Related	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For		Yes	No
Bloom Energy Corporation	BE	USA	US0937121079	093712107	Annual	07-May-24	12-Mar-24	80,484	Management	G	Director Related	Yes	4	Amend Certificate of Incorporation to Limit the Liability of Officers	For	For		Yes	No
Montrose Environmental Group, Inc.	MEG	USA	US6151111019	615111101	Annual	07-May-24	13-Mar-24	53,279	Management	G	Director Election	Yes	1.1	Elect Director J. Miguel Fernandez de Castro	For	For		Yes	No
Montrose Environmental Group, Inc.	MEG	USA	US6151111019	615111101	Annual	07-May-24	13-Mar-24	53,279	Management	G	Director Election	Yes	1.2	Elect Director Vijay Manthripragada	For	For		Yes	No
Montrose Environmental Group, Inc.	MEG	USA	US6151111019	615111101	Annual	07-May-24	13-Mar-24	53,279	Management	G	Director Election	Yes	1.3	Elect Director Robin L. Newmark	For	For		Yes	No
Montrose Environmental Group, Inc.	MEG	USA	US6151111019	615111101	Annual	07-May-24	13-Mar-24	53,279	Management	G	Audit Related	Yes	2	Ratify Deloitte & Touche LLP as Auditors	For	For		Yes	No
Montrose Environmental Group, Inc.	MEG	USA	US6151111019	615111101	Annual	07-May-24	13-Mar-24	53,279	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	The company has made improvements on the compensation plan since the last AGM by implementing a clawback policy that previously was not included. We engaged with the company on changing the equity treatment of severance to be double-trigger vesting as they continue to update their compensation package structure and they provided positive feedback on the change in the near future. As we continue a high level of engagement with the board, we will stress this change, as well as larger updates to the compensation plan when the 5-year LTI grant expires in 2026 to assure they align with what we feel are best practice compensation principles.	Yes	No
Montrose Environmental Group, Inc.	MEG	USA	US6151111019	615111101	Annual	07-May-24	13-Mar-24	53,279	Management	G	Takeover Related	Yes	4	Eliminate Supermajority Vote Requirements	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1a	Elect Director Nora M. Denzel	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1b	Elect Director Mark Durcan	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1c	Elect Director Michael P. Gregoire	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1d	Elect Director Joseph A. Householder	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1e	Elect Director John W. Marren	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1f	Elect Director Jon A. Olson	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1g	Elect Director Lisa T. Su	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1h	Elect Director Abhi Y. Talwalkar	For	Against	Director is considered overboarded.	Yes	Yes
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Director Election	Yes	1i	Elect Director Elizabeth W. Vanderslice	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Audit Related	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Advanced Micro Devices, Inc.	AMD	USA	US0079031078	007903107	Annual	08-May-24	13-Mar-24	32,180	Shareholder	G	Corporate Governance	Yes	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	We will support resolutions that require the right to call a special meeting, should they not be too restrictive and are in line with market practice.	Yes	Yes

Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1a	Elect Director Hamid R. Moghadam	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1b	Elect Director Cristina G. Bitá	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1c	Elect Director James B. Connor	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1d	Elect Director George L. Fotiades	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1e	Elect Director Lydia H. Kennard	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1f	Elect Director Irving F. Lyons, III	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1g	Elect Director Guy A. Metcalfe	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1h	Elect Director Avid Modjtabaí	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1i	Elect Director David P. O'Connor	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1j	Elect Director Olivier Piani	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Director Election	Yes	1k	Elect Director Carl B. Webb	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Audit Related	Yes	3	Ratify KPMG LLP as Auditors	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Takeover Related	Yes	4	Reduce Supermajority Vote Requirement to Amend Charter	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Management	G	Takeover Related	Yes	5	Reduce Supermajority Vote Requirement to Amend Bylaws	For	For		Yes	No
Prologis, Inc.	PLD	USA	US74340W1036	74340W103	Annual	09-May-24	12-Mar-24	26,426	Shareholder	G	Corporate Governance	Yes	6	Adopt Simple Majority Vote	Against	For	We will support proposals that reduce supermajority voting limits.	Yes	Yes
MSA Safety, Inc.	MSA	USA	US5534981064	553498106	Annual	10-May-24	13-Feb-24	16,046	Management	G	Director Election	Yes	1.1	Elect Director Steven C. Bianco	For	For		Yes	No
MSA Safety, Inc.	MSA	USA	US5534981064	553498106	Annual	10-May-24	13-Feb-24	16,046	Management	G	Director Election	Yes	1.2	Elect Director Sandra Phillips Rogers	For	For		Yes	No
MSA Safety, Inc.	MSA	USA	US5534981064	553498106	Annual	10-May-24	13-Feb-24	16,046	Management	G	Director Election	Yes	1.3	Elect Director Luca Savi	For	For		Yes	No
MSA Safety, Inc.	MSA	USA	US5534981064	553498106	Annual	10-May-24	13-Feb-24	16,046	Management	G	Compensation	Yes	2	Approve Non-Employee Director Omnibus Stock Plan	For	For		Yes	No
MSA Safety, Inc.	MSA	USA	US5534981064	553498106	Annual	10-May-24	13-Feb-24	16,046	Management	G	Audit Related	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
MSA Safety, Inc.	MSA	USA	US5534981064	553498106	Annual	10-May-24	13-Feb-24	16,046	Management	G	Compensation	Yes	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1a	Elect Director Thomas L. Bene	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1b	Elect Director Bruce E. Chinn	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1c	Elect Director James C. Fish, Jr.	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1d	Elect Director Andres R. Gluski	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1e	Elect Director Victoria M. Holt	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1f	Elect Director Kathleen M. Mazzarella	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1g	Elect Director Sean E. Menke	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1h	Elect Director William B. Plummer	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Election	Yes	1i	Elect Director Maryrose T. Sylvester	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Audit Related	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Waste Management, Inc.	WM	USA	US94106L1098	94106L109	Annual	14-May-24	19-Mar-24	9,673	Management	G	Director Related	Yes	4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1a	Elect Director Jeffrey N. Edwards	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1b	Elect Director Martha Clark Goss	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1c	Elect Director M. Susan Hardwick	For	For		Yes	No

American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1d	Elect Director Kimberly J. Harris	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1e	Elect Director Laurie P. Havanec	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1f	Elect Director Julia L. Johnson	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1g	Elect Director Patricia L. Kampling	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1h	Elect Director Karl F. Kurz	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Director Election	Yes	1i	Elect Director Michael L. Marberry	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
American Water Works Company, Inc.	AWK	USA	US0304201033	030420103	Annual	15-May-24	18-Mar-24	10,261	Management	G	Audit Related	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.1	Elect Director John J. Ariotta	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.2	Elect Director Elizabeth Q. Betten	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.3	Elect Director Elizabeth D. Bierbower	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.4	Elect Director Barbara W. Bodem	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.5	Elect Director Eric K. Brandt	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.6	Elect Director Natasha Deckmann	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.7	Elect Director David W. Golding	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.8	Elect Director Harry M. Jansen Kraemer, Jr.	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.9	Elect Director R. Carter Pate	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.10	Elect Director John C. Rademacher	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.11	Elect Director Timothy P. Sullivan	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Director Election	Yes	1.12	Elect Director Norman L. Wright	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Audit Related	Yes	2	Ratify KPMG LLP as Auditors	For	For		Yes	No
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Executive pay is not aligned with performance. One-off payments inadequately justified. Excessive pay quantum. Vesting of performance awards or performance period is less than three years. Excessive severance package.	Yes	Yes
Option Care Health, Inc.	OPCH	USA	US68404L2016	68404L201	Annual	15-May-24	19-Mar-24	36,677	Management	G	Compensation	Yes	4	Amend Omnibus Stock Plan	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.1	Elect Director Sangeeta Bhatia	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.2	Elect Director Lloyd Carney	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.3	Elect Director Alan Garber	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.4	Elect Director Reshma Kewalramani	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.5	Elect Director Michel Lagarde	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.6	Elect Director Jeffrey Leiden	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.7	Elect Director Diana McKenzie	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.8	Elect Director Bruce Sachs	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.9	Elect Director Jennifer Schneider	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.10	Elect Director Nancy Thornberry	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Director Election	Yes	1.11	Elect Director Suketu Upadhyay	For	For		Yes	No

Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Audit Related	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vesting of performance awards or performance period is less than three years. Excessive severance package.	Yes	Yes
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Shareholder	G	Corporate Governance	Yes	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	We will support resolutions that require the right to call a special meeting, should they not be too restrictive and are in line with market practice.	Yes	Yes
Vertex Pharmaceuticals Incorporated	VRTX	USA	US92532F1003	92532F100	Annual	15-May-24	18-Mar-24	9,372	Shareholder	S	Social	Yes	5	Report on Median and Adjusted Gender/Racial Pay Gaps	Against	Against	The company currently has strong reporting on their DEI policies and current representation, providing global gender and US racial/ethnic workforce statistics. They've also committed to disclosing statistically adjusted pay gaps in 2025. Considering the current level of reporting and commitment to reporting on pay gaps in the next year, support is not warranted.	Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1a	Elect Director Anthony K. Anderson	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1b	Elect Director John Q. Doyle	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1c	Elect Director Oscar Fanjul	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1d	Elect Director H. Edward Hanway	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1e	Elect Director Judith Hartmann	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1f	Elect Director Deborah C. Hopkins	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1g	Elect Director Tamara Ingram	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1h	Elect Director Jane H. Lute	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1i	Elect Director Steven A. Mills	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1j	Elect Director Morton O. Schapiro	For	Against	The board has not added a new appointee in the past year and has multiple long-tenured directors, indicating a lack of commitment to board refreshment.	Yes	Yes
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Director Election	Yes	1k	Elect Director Lloyd M. Yates	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Management	G	Audit Related	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For		Yes	No
Marsh & McLennan Companies, Inc.	MMC	USA	US5717481023	571748102	Annual	16-May-24	18-Mar-24	23,084	Shareholder	G	Corporate Governance	Yes	4	Provide Right to Act by Written Consent	Against	For	We support resolutions that require the right to act by written consent, should they not be too restrictive and are in line with market practice.	Yes	Yes
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1a	Elect Director Atsushi Abe	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1b	Elect Director Alan Campbell	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1c	Elect Director Susan K. Carter	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1d	Elect Director Thomas L. Deitrich	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1e	Elect Director Hassane El-Khoury	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1f	Elect Director Bruce E. Kiddoo	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1g	Elect Director Christina Lampe-Onnerud	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1h	Elect Director Paul A. Mascarenas	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1i	Elect Director Gregory L. Waters	For	For		Yes	No

ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Director Election	Yes	1j	Elect Director Christine Y. Yan	For	For		Yes	No
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vesting of performance awards or performance period is less than three years. Salary increase not adequately justified.	Yes	Yes
ON Semiconductor Corporation	ON	USA	US6821891057	682189105	Annual	16-May-24	19-Mar-24	13,061	Management	G	Audit Related	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.1	Elect Director Kevin R. Sayer	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.2	Elect Director Steven R. Altman	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.3	Elect Director Nicholas Augustinos	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.4	Elect Director Richard A. Collins	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.5	Elect Director Karen Dahut	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.6	Elect Director Rimma Driscoll	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.7	Elect Director Mark G. Foletta	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.8	Elect Director Bridgette P. Heller	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.9	Elect Director Kyle Malady	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Director Election	Yes	1.10	Elect Director Eric J. Topol	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Audit Related	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Excessive severance package. Lack of a clawback provision. Salary increase not adequately justified.	Yes	Yes
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Shareholder	S	Social	Yes	4	Report on Median Gender/Racial Pay Gap	Against	For	Request for additional reporting is reasonable.	Yes	Yes
DexCom, Inc.	DXCM	USA	US2521311074	252131107	Annual	22-May-24	27-Mar-24	12,054	Shareholder	S	Social	Yes	5	Report on Political Contributions	Against	For	We will not support company proposals allowing companies to make political donations and will support shareholder proposals requiring companies to be transparent concerning such donations.	Yes	Yes
Sprouts Farmers Market, Inc.	SFM	USA	US85208M1027	85208M102	Annual	22-May-24	25-Mar-24	38,625	Management	G	Director Election	Yes	1.1	Elect Director Hari K. Avula	For	For		Yes	No
Sprouts Farmers Market, Inc.	SFM	USA	US85208M1027	85208M102	Annual	22-May-24	25-Mar-24	38,625	Management	G	Director Election	Yes	1.2	Elect Director Joseph Fortunato	For	For		Yes	No
Sprouts Farmers Market, Inc.	SFM	USA	US85208M1027	85208M102	Annual	22-May-24	25-Mar-24	38,625	Management	G	Director Election	Yes	1.3	Elect Director Joseph D. O'Leary	For	For		Yes	No
Sprouts Farmers Market, Inc.	SFM	USA	US85208M1027	85208M102	Annual	22-May-24	25-Mar-24	38,625	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Majority of awards vest without reference to performance conditions. Excessive severance package.	Yes	Yes
Sprouts Farmers Market, Inc.	SFM	USA	US85208M1027	85208M102	Annual	22-May-24	25-Mar-24	38,625	Management	G	Audit Related	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1a	Elect Director Deborah Black	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1b	Elect Director Susan L. Bostrom	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1c	Elect Director Teresa Briggs	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1d	Elect Director Jonathan C. Chadwick	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1e	Elect Director Paul E. Chamberlain	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1f	Elect Director Lawrence J. Jackson, Jr.	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1g	Elect Director Frederic B. Luddy	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1h	Elect Director William R. "Bill" McDermott	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1i	Elect Director Jeffrey A. Miller	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1j	Elect Director Joseph "Larry" Quinlan	For	For		Yes	No

ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Director Election	Yes	1k	Elect Director Anita M. Sands	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Management	G	Audit Related	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
ServiceNow, Inc.	NOW	USA	US81762P1021	81762P102	Annual	23-May-24	26-Mar-24	2,567	Shareholder	G	Corporate Governance	Yes	4	Adopt Simple Majority Vote	None	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1a	Elect Director Lynne Biggar	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1b	Elect Director Stephen Bowman	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1c	Elect Director Yvette S. Butler	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1d	Elect Director Jane P. Chwick	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1e	Elect Director Kathleen DeRose	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1f	Elect Director Hikmet Ersek	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1g	Elect Director Ruth Ann M. Gillis	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1h	Elect Director Heather Lavallee	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1i	Elect Director Robert G. Leary	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1j	Elect Director Aylwin B. Lewis	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Director Election	Yes	1k	Elect Director Joseph V. Tripodi	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Compensation	Yes	3	Approve Omnibus Stock Plan	For	For		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Compensation	Yes	4	Advisory Vote on Say on Pay Frequency	One Year	One Year		Yes	No
Voya Financial, Inc.	VOYA	USA	US9290891004	929089100	Annual	23-May-24	27-Mar-24	29,303	Management	G	Audit Related	Yes	5	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Hayward Holdings, Inc.	HAYW	USA	US4212981009	421298100	Annual	30-May-24	02-Apr-24	92,571	Management	G	Director Election	Yes	1a	Elect Director Diane S. Dayhoff	For	For		Yes	No
Hayward Holdings, Inc.	HAYW	USA	US4212981009	421298100	Annual	30-May-24	02-Apr-24	92,571	Management	G	Director Election	Yes	1b	Elect Director Stephen J. Felice	For	For		Yes	No
Hayward Holdings, Inc.	HAYW	USA	US4212981009	421298100	Annual	30-May-24	02-Apr-24	92,571	Management	G	Director Election	Yes	1c	Elect Director Kevin P. Holleran	For	For		Yes	No
Hayward Holdings, Inc.	HAYW	USA	US4212981009	421298100	Annual	30-May-24	02-Apr-24	92,571	Management	G	Director Election	Yes	1d	Elect Director Lori A. Walker	For	For		Yes	No
Hayward Holdings, Inc.	HAYW	USA	US4212981009	421298100	Annual	30-May-24	02-Apr-24	92,571	Management	G	Director Election	Yes	1e	Elect Director Lawrence H. Silber	For	For		Yes	No
Hayward Holdings, Inc.	HAYW	USA	US4212981009	421298100	Annual	30-May-24	02-Apr-24	92,571	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Hayward Holdings, Inc.	HAYW	USA	US4212981009	421298100	Annual	30-May-24	02-Apr-24	92,571	Management	G	Audit Related	Yes	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1a	Elect Director Charles Baker	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1b	Elect Director Timothy Flynn	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1c	Elect Director Paul Garcia	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1d	Elect Director Kristen Gil	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1e	Elect Director Stephen Hemsley	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1f	Elect Director Michele Hooper	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1g	Elect Director F. William McNabb, III	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1h	Elect Director Valerie Montgomery Rice	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1i	Elect Director John Noseworthy	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Director Election	Yes	1j	Elect Director Andrew Witty	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No

UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Management	G	Audit Related	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For		Yes	No
UnitedHealth Group Incorporated	UNH	USA	US91324P1021	91324P102	Annual	03-Jun-24	05-Apr-24	11,570	Shareholder	S	Social	Yes	4	Report on Congruency of Political Spending with Company Values and Priorities	Against	Against	In response to the proposal being on the ballot in 2022 and 2023, UNH has improved their reporting on political spending in recent years. They currently provide their Political Contributions Policy, Political Contributions Report which discloses lists federal and state contributions as well as trade associations and organizations with dues of \$50,000 or more, and the oversight and governance of the process within their Contributions report. Through prior engagement with the company, they confirmed they evaluate the congruency of their trade associations and other organizations to their company values and do not find any incongruence with the current organizations they donate to.	Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1a	Elect Director Jose B. Alvarez	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1b	Elect Director Alan M. Bennett	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1c	Elect Director Rosemary T. Berkery	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1d	Elect Director David T. Ching	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1e	Elect Director C. Kim Goodwin	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1f	Elect Director Ernie Herrman	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1g	Elect Director Amy B. Lane	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1h	Elect Director Carol Meyrowitz	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1i	Elect Director Jacklyn L. Nemerov	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Director Election	Yes	1j	Elect Director Charles F. Wagner, Jr.	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Audit Related	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
The TJX Companies, Inc.	TJX	USA	US8725401090	872540109	Annual	04-Jun-24	08-Apr-24	32,221	Shareholder	S	Social	Yes	4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	Against	For	Request for additional reporting is reasonable.	Yes	Yes
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Director Election	Yes	1a	Elect Director Lee Adrean	For	For		Yes	No
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Director Election	Yes	1b	Elect Director Mark D. Benjamin	For	For		Yes	No
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Director Election	Yes	1c	Elect Director Stephanie L. Ferris	For	For		Yes	No
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Director Election	Yes	1d	Elect Director Jeffrey A. Goldstein	For	For		Yes	No
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Director Election	Yes	1e	Elect Director Lisa A. Hook	For	For		Yes	No
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Director Election	Yes	1f	Elect Director Kenneth T. Lamneck	For	For		Yes	No
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Director Election	Yes	1g	Elect Director Gary L. Lauer	For	For		Yes	No
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Director Election	Yes	1h	Elect Director James B. Stallings, Jr.	For	For		Yes	No
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Majority of awards vest without reference to performance conditions. Excessive severance package.	Yes	Yes
Fidelity National Information Services, Inc.	FIS	USA	US31620M1062	31620M106	Annual	05-Jun-24	08-Apr-24	45,934	Management	G	Audit Related	Yes	3	Ratify KPMG LLP as Auditors	For	For		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1a	Elect Director Larry Page	For	For		Yes	No

Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1b	Elect Director Sergey Brin	For	For		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1c	Elect Director Sundar Pichai	For	For		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1d	Elect Director John L. Hennessy	For	Against	Lack of gender diversity. The board has not added a new appointee in the past year and has multiple long-tenured directors, indicating a lack of commitment to board refreshment.	Yes	Yes
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1e	Elect Director Frances H. Arnold	For	Against	Lack of gender diversity. The board has not added a new appointee in the past year and has multiple long-tenured directors, indicating a lack of commitment to board refreshment.	Yes	Yes
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1f	Elect Director R. Martin "Marty" Chavez	For	For		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1g	Elect Director L. John Doerr	For	For		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1h	Elect Director Roger W. Ferguson, Jr.	For	For		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1i	Elect Director K. Ram Shriram	For	For		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Director Election	Yes	1j	Elect Director Robin L. Washington	For	Against	We oppose as shareholders were not given opportunity to vote on pay.	Yes	Yes
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Management	G	Audit Related	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	S, G	Compensation	Yes	3	Amend Bylaw regarding Stockholder Approval of Director Compensation	Against	Against		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	E, S	E&S Blended	Yes	4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	S	Social	Yes	5	Report on Electromagnetic Radiation and Wireless Technologies Risks	Against	Against		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	E, S	E&S Blended	Yes	6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	Against	Against		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	E	Environmental	Yes	7	Report on Climate Risk in Retirement Plan Options	Against	Against		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	S	Social	Yes	8	Report on Lobbying Payments and Policy	Against	For	In general, we will support shareholder proposals seeking greater transparency on company lobbying except where covered by existing legislation and where the company meets such regulation, unless there is a direct reputational risk.	Yes	Yes
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	G	Non-Routine Business	Yes	9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	We support the principle of one-share one-vote.	Yes	Yes
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	S	Social	Yes	10	Report on Reproductive Healthcare Misinformation Risks	Against	Against		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	E, S, G	Miscellaneous	Yes	11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	Against	Against		Yes	No
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	S	Social	Yes	12	Report on Risks Related to AI Generated Misinformation and Disinformation	Against	For	Shareholders would benefit from greater transparency on mis/disinformation related to generative AI in order to assess how the company is managing associated risks.	Yes	Yes
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	S	Social	Yes	13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	Against	For	Request for additional reporting is reasonable.	Yes	Yes
Alphabet Inc.	GOOGL	USA	US02079K3059	02079K305	Annual	07-Jun-24	09-Apr-24	41,829	Shareholder	S	Social	Yes	14	Adopt Targets Evaluating YouTube Child Safety Policies	Against	For	Request for additional reporting is reasonable.	Yes	Yes
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1a	Elect Director David P. Abney	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1b	Elect Director Douglas M. Baker, Jr.	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1c	Elect Director George S. Barrett	For	For		Yes	No

Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1d	Elect Director Gail K. Boudreaux	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1e	Elect Director Brian C. Cornell	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1f	Elect Director Robert L. Edwards	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1g	Elect Director Donald R. Knauss	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1h	Elect Director Christline A. Leahy	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1i	Elect Director Monica C. Lozano	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1j	Elect Director Grace Puma	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1k	Elect Director Derica W. Rice	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Director Election	Yes	1l	Elect Director Dmitri L. Stockton	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Audit Related	Yes	2	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Shareholder	G	Director Related	Yes	4	Require Independent Board Chair	Against	For	Supportive of the role of CEO and Chairman being separated.	Yes	Yes
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Shareholder	S	Social	Yes	5	Report on Animal Pain Management	Against	Against		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Shareholder	S	Social	Yes	6	Establish a Company Compensation Policy of Paying a Living Wage	Against	Against		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Shareholder	S	Social	Yes	7	Report on Congruency of Political Spending with Company Stated Values	Against	Against		Yes	No
Target Corporation	TGT	USA	US87612E1064	87612E106	Annual	12-Jun-24	15-Apr-24	12,216	Shareholder	S	Social	Yes	8	Report on Charitable Contributions	Against	Against		Yes	No
Zoom Video Communications, Inc.	ZM	USA	US98980L1017	98980L101	Annual	13-Jun-24	15-Apr-24	26,427	Management	G	Director Election	Yes	1.1	Elect Director Jonathan Chadwick	For	For		Yes	No
Zoom Video Communications, Inc.	ZM	USA	US98980L1017	98980L101	Annual	13-Jun-24	15-Apr-24	26,427	Management	G	Director Election	Yes	1.2	Elect Director Cindy Hoots	For	For		Yes	No
Zoom Video Communications, Inc.	ZM	USA	US98980L1017	98980L101	Annual	13-Jun-24	15-Apr-24	26,427	Management	G	Director Election	Yes	1.3	Elect Director Dan Scheinman	For	For		Yes	No
Zoom Video Communications, Inc.	ZM	USA	US98980L1017	98980L101	Annual	13-Jun-24	15-Apr-24	26,427	Management	G	Audit Related	Yes	2	Ratify KPMG LLP as Auditors	For	For		Yes	No
Zoom Video Communications, Inc.	ZM	USA	US98980L1017	98980L101	Annual	13-Jun-24	15-Apr-24	26,427	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Executive pay is not aligned with performance.	Yes	Yes
Rivian Automotive, Inc.	RIVN	USA	US76954A1034	76954A103	Annual	18-Jun-24	24-Apr-24	115,718	Management	G	Director Election	Yes	1a	Elect Director Jay Flatley	For	For		Yes	No
Rivian Automotive, Inc.	RIVN	USA	US76954A1034	76954A103	Annual	18-Jun-24	24-Apr-24	115,718	Management	G	Director Election	Yes	1b	Elect Director John Krafcik	For	For		Yes	No
Rivian Automotive, Inc.	RIVN	USA	US76954A1034	76954A103	Annual	18-Jun-24	24-Apr-24	115,718	Management	G	Audit Related	Yes	2	Ratify KPMG LLP as Auditors	For	For		Yes	No
Rivian Automotive, Inc.	RIVN	USA	US76954A1034	76954A103	Annual	18-Jun-24	24-Apr-24	115,718	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1a	Elect Director Richard W. Dreiling	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1b	Elect Director Cheryl W. Grise	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1c	Elect Director Daniel J. Heinrich	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1d	Elect Director Paul C. Hilal	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1e	Elect Director Edward J. Kelly, III	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1f	Elect Director Mary A. Laschinger	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1g	Elect Director Jeffrey G. Naylor	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1h	Elect Director Winnie Y. Park	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1i	Elect Director Diane E. Randolph	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1j	Elect Director Bertram L. Scott	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Director Election	Yes	1k	Elect Director Stephanie P. Stahl	For	For		Yes	No

Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Management	G	Audit Related	Yes	3	Ratify KPMG LLP as Auditors	For	For		Yes	No
Dollar Tree, Inc.	DLTR	USA	US2567461080	256746108	Annual	20-Jun-24	12-Apr-24	24,171	Shareholder	G	Director Related	Yes	4	Require Independent Board Chair	Against	For	Supportive of the role of CEO and Chairman being separated.	Yes	Yes
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1a	Elect Director Marc Benioff	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1b	Elect Director Laura Alber	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1c	Elect Director Craig Conway	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1d	Elect Director Arnold Donald	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1e	Elect Director Parker Harris	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1f	Elect Director Neelie Kroes	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1g	Elect Director Sachin Mehra	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1h	Elect Director G. Mason Morfit	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1i	Elect Director Oscar Munoz	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1j	Elect Director John V. Roos	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1k	Elect Director Robin Washington	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1l	Elect Director Maynard Webb	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Election	Yes	1m	Elect Director Susan Wojcicki	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Director Related	Yes	2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Compensation	Yes	3	Amend Omnibus Stock Plan	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Audit Related	Yes	4	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Management	G	Compensation	Yes	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Executive pay is not aligned with performance. Excessive pay quantum. Vesting of performance awards or performance period is less than three years.	Yes	Yes
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Shareholder	G	Director Related	Yes	6	Require Independent Board Chair	Against	For	Supportive of the role of CEO and Chairman being separated.	Yes	Yes
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Shareholder	G	Compensation	Yes	7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against		Yes	No
Salesforce, Inc.	CRM	USA	US79466L3024	79466L302	Annual	27-Jun-24	01-May-24	10,817	Shareholder	E, S	E&S Blended	Yes	8	Report on Viewpoint Discrimination	Against	Against		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1a	Elect Director Strauss Zelnick	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1b	Elect Director Michael Dornemann	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1c	Elect Director J Moses	For	Against	The board has not added a new appointee in the past year and has multiple long-tenured directors, indicating a lack of commitment to board refreshment.	Yes	Yes
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1d	Elect Director Michael Sheresky	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1e	Elect Director LaVerne Srinivasan	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1f	Elect Director Susan Tolson	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1g	Elect Director Paul Viera	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1h	Elect Director Roland Hernandez	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1i	Elect Director William "Bing" Gordon	For	For		Yes	No

Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Director Election	Yes	1j	Elect Director Ellen Siminoff	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Take-Two Interactive Software, Inc.	TTWO	USA	US8740541094	874054109	Annual	18-Sep-24	23-Jul-24	31,298	Management	G	Audit Related	Yes	3	Ratify Ernst & Young LLP as Auditors	For	For		Yes	No
The Estee Lauder Companies Inc.	EL	USA	US5184391044	518439104	Annual	08-Nov-24	09-Sep-24	16,418	Management	G	Director Election	Yes	1a	Elect Director Paul J. Fribourg	For	For		Yes	No
The Estee Lauder Companies Inc.	EL	USA	US5184391044	518439104	Annual	08-Nov-24	09-Sep-24	16,418	Management	G	Director Election	Yes	1b	Elect Director Jennifer Hyman	For	For		Yes	No
The Estee Lauder Companies Inc.	EL	USA	US5184391044	518439104	Annual	08-Nov-24	09-Sep-24	16,418	Management	G	Director Election	Yes	1c	Elect Director Arturo Nunez	For	For		Yes	No
The Estee Lauder Companies Inc.	EL	USA	US5184391044	518439104	Annual	08-Nov-24	09-Sep-24	16,418	Management	G	Director Election	Yes	1d	Elect Director Barry S. Sternlicht	For	Withhold	Director is considered overboarded.	Yes	Yes
The Estee Lauder Companies Inc.	EL	USA	US5184391044	518439104	Annual	08-Nov-24	09-Sep-24	16,418	Management	G	Audit Related	Yes	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For		Yes	No
The Estee Lauder Companies Inc.	EL	USA	US5184391044	518439104	Annual	08-Nov-24	09-Sep-24	16,418	Management	G	Compensation	Yes	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Executive pay is not aligned with performance. Majority of awards vest without reference to performance conditions. Excessive pay quantum. Poor pay disclosure. Lack of a clawback provision.	Yes	Yes
The Estee Lauder Companies Inc.	EL	USA	US5184391044	518439104	Annual	08-Nov-24	09-Sep-24	16,418	Management	G	Compensation	Yes	4	Amend Omnibus Stock Plan	For	Against	Omnibus plan is not aligned with market best practice.	Yes	Yes
Aptiv Plc	APTV	Jersey	JE00B783TY65	G6095L109	Extraordinary Shareholders	02-Dec-24	31-Oct-24	33,301	Management	G	Strategic Transactions	Yes	1	Approve Scheme of Arrangement	For	For	The board rationale for having the company remain incorporated in Jersey but be a resident of Switzerland for tax purposes appears reasonable and would not diminish shareholder rights in any way.	Yes	No
Aptiv Plc	APTV	Jersey	JE00B783TY65	G6095L109	Extraordinary Shareholders	02-Dec-24	31-Oct-24	33,301	Management	G	Strategic Transactions	Yes	2	Approve Merger Agreement	For	For	The board rationale for having the company remain incorporated in Jersey but be a resident of Switzerland for tax purposes appears reasonable and would not diminish shareholder rights in any way.	Yes	No
Aptiv Plc	APTV	Jersey	JE00B783TY65	G6095L109	Court	02-Dec-24	31-Oct-24	33,301	Management	G	Strategic Transactions	Yes	1	Approve Scheme of Arrangement	For	For	The board rationale for having the company remain incorporated in Jersey but be a resident of Switzerland for tax purposes appears reasonable and would not diminish shareholder rights in any way.	Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.1	Elect Director Reid G. Hoffman	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.2	Elect Director Hugh F. Johnston	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.3	Elect Director Teri L. List	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.4	Elect Director Catherine MacGregor	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.5	Elect Director Mark A. L. Mason	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.6	Elect Director Satya Nadella	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.7	Elect Director Sandra E. Peterson	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.8	Elect Director Penny S. Pritzker	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.9	Elect Director Carlos A. Rodriguez	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.10	Elect Director Charles W. Scharf	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.11	Elect Director John W. Stanton	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Director Election	Yes	1.12	Elect Director Emma N. Walmsley	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Compensation	Yes	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For		Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Management	G	Audit Related	Yes	3	Ratify Deloitte & Touche LLP as Auditors	For	For		Yes	No

Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Shareholder	S	Social	Yes	4	Report on Risks of Weapons Development	Against	For	Microsoft provides a number of reports which cover its involvement in the weapons and defence sector. Nevertheless, in light of the expanding role of technology in warfare and increasing potential lethality of weapons through the use of technology, we believe that shareholders would benefit from a 3rd party report specifically addressing the financial and reputational risks that Microsoft faces through its involvement. Support is therefore warranted.	Yes	Yes
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Shareholder	S	Social	Yes	5	Assess and Report on Investing in Bitcoin	Against	Against	The Company already considers the inclusion of Bitcoin and other cryptocurrencies as part of its investment portfolio, and the proposal seeks to micromanage the Company. Therefore, support for this proposal is not warranted.	Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Shareholder	S	Social	Yes	6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	Against	For	Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.	Yes	Yes
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Shareholder	S	Social	Yes	7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	Against	Against	It is unclear how and whether risks and costs to Microsoft shareholders related to oil and gas development by clients outweigh potential benefits. In addition, Microsoft seems to have in place sufficient initiatives and targets to reduce its greenhouse emissions. Therefore, support for this proposal is not recommended.	Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Shareholder	S	Social	Yes	8	Report on Risks Related to AI Generated Misinformation and Disinformation	Against	Against	While the risk to society of misinformation and disinformation posed by generative AI is high, the company reports extensively on steps it is taking to mitigate harms posed by its operations. It is not clear that additional reporting would benefit shareholders. Therefore, support for this proposal is not warranted.	Yes	No
Microsoft Corporation	MSFT	USA	US5949181045	594918104	Annual	10-Dec-24	30-Sep-24	27,257	Shareholder	S	Social	Yes	9	Report on AI Data Sourcing Accountability	Against	For	Given several high-profile ongoing lawsuits and increased regulations, shareholders would benefit from greater disclosure about how the company views the use of copyrighted information. As such support for this proposal is warranted.	Yes	Yes