

Company Name	Ticker Symbol	Meeting Date	Proposal Label	Proposal Category Description/Short Text	Proposal Long Text	PSC Vote	Management Recommendation	Vote Comments
Lindsay Corporation	LNN	8-Jan-2024	1a	Director	Robert E. Brunner	Against	For	long tenure, non-diverse
Lindsay Corporation	LNN	8-Jan-2024	1b	Director	Randy A. Wood	For	For	
Lindsay Corporation	LNN	8-Jan-2024	2	Auditor	KPMG	For	For	
Lindsay Corporation	LNN	8-Jan-2024	3	Exec Comp	63.4:1	For	For	avg exec to median employee guaranteed pay ratio: 22
Becton, Dickinson, and Company	BDX	22-Jan-2024	1a	Director	William M. Brown	Against	For	leadership with ESG-deficient companies, non-diverse
Becton, Dickinson, and Company	BDX	22-Jan-2024	1b	Director	Catherine M. Burzlik	For	For	
Becton, Dickinson, and Company	BDX	22-Jan-2024	1c	Director	Carrie L. Byington	For	For	
Becton, Dickinson, and Company	BDX	22-Jan-2024	1d	Director	R. Andrew Eckert	For	For	
Becton, Dickinson, and Company	BDX	22-Jan-2024	1e	Director	Claire M. Fraser	For	For	
Becton, Dickinson, and Company	BDX	22-Jan-2024	1f	Director	Jeffrey W. Henderson	Against	For	leadership with ESG-deficient companies, non-diverse
Becton, Dickinson, and Company	BDX	22-Jan-2024	1g	Director	Christopher Jones	Against	For	less relevant experience, long tenure, non-diverse
Becton, Dickinson, and Company	BDX	22-Jan-2024	1h	Director	Thomas E. Polen	Against	For	dual role chair, non-diverse
Becton, Dickinson, and Company	BDX	22-Jan-2024	1i	Director	Joanne Waldstreicher, M.D.	For	For	
Becton, Dickinson, and Company	BDX	22-Jan-2024	1j	Director	Timothy M. Ring	Against	For	insider, non-diverse
Becton, Dickinson, and Company	BDX	22-Jan-2024	1k	Director	Bertram L. Scott	For	For	
Becton, Dickinson, and Company	BDX	22-Jan-2024	2	Auditor	E&Y	Against	For	
Becton, Dickinson, and Company	BDX	22-Jan-2024	3	Exec Comp	408:1	Against	For	
Air Products and Chemicals	APD	23-Jan-2024	1a	Director	Tonit M. Calaway	For	For	
Air Products and Chemicals	APD	23-Jan-2024	1b	Director	Charles Cogut	Against	For	less relevant experience, non-diverse
Air Products and Chemicals	APD	23-Jan-2024	1c	Director	Lisa A. Davis	For	For	oil and gas project experience is relevant to APD and she has pivoted to renewables in her career
Air Products and Chemicals	APD	23-Jan-2024	1d	Director	Seifollah Ghasemi	Against	For	dual role chair
Air Products and Chemicals	APD	23-Jan-2024	1e	Director	Jessica Trocchi Graziano	For	For	
Air Products and Chemicals	APD	23-Jan-2024	1f	Director	David H.Y. Ho	For	For	
Air Products and Chemicals	APD	23-Jan-2024	1g	Director	Edward L. Monser	For	For	
Air Products and Chemicals	APD	23-Jan-2024	1h	Director	Matthew H. Paul	Against	For	leadership with ESG-deficient companies, non-diverse
Air Products and Chemicals	APD	23-Jan-2024	1i	Director	Wayne T. Smith	Against	For	leadership with ESG-deficient companies, non-diverse
Air Products and Chemicals	APD	23-Jan-2024	2	Exec Comp	333:1	Against	For	
Air Products and Chemicals	APD	23-Jan-2024	3	Auditor	Deloitte & Touche	For	For	
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	1a	Director	Erik Gershwind	For	For	
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	1b	Director	Louise Goeser	For	For	
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	1c	Director	Mitchell Jacobson	Against	For	insider, non-diverse
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	1d	Director	Michael Kaufmann	Against	For	less relevant experience, leadership with ESG-deficient companies, non-diverse
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	1e	Director	Steven Paladino	For	For	
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	1f	Director	Philip Peller	Against	For	long tenure, non-diverse
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	1g	Director	Rahquel Purcell	For	For	
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	1h	Director	Rudina Seseri	For	For	
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	2	Auditor	E&Y	Against	For	
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	3	Exec Comp	64:1	For	For	avg exec to median employee guaranteed pay ratio: 22
MSC Industrial Direct Co., Inc.	MSM	23-Jan-2024	4	Exec Comp Freq	vote on frequency of future advisory votes on exec officer comp	1 year	1 year	
Embecta	EMBC	6-Feb-2024	1a	Director	Milton M Morris	For	For	
Embecta	EMBC	6-Feb-2024	1b	Director	Claire Pomeroy	For	For	
Embecta	EMBC	6-Feb-2024	1c	Director	Karen N Prange	For	For	
Embecta	EMBC	6-Feb-2024	2	Auditor	EY	For	For	
Embecta	EMBC	6-Feb-2024	3	Exec Comp	94:1	For	For	
Embecta	EMBC	6-Feb-2024	4	Governance	approve amendment to equity based compensation plan	Abstain	For	insufficient information
Fiskars	FKRAF	26-Feb-2024	7	International Reg	adoption of financial statements	For	For	(ballot voting starts at #7)
Fiskars	FKRAF	26-Feb-2024	8	Dividend	resolution of use of profit and payment of dividend - 0.82	For	For	
Fiskars	FKRAF	26-Feb-2024	9	International Reg	resolution of discharge the members of the bod and president and ceo of liability	For	For	
Fiskars	FKRAF	26-Feb-2024	10	Governance	adoption of remuneration report for governing bodies	For	For	
Fiskars	FKRAF	26-Feb-2024	11	Governance	resolution on the remuneration of the members of the bod	For	For	
Fiskars	FKRAF	26-Feb-2024	12	Governance	prosing the number of directors shall be 8	For	For	
Fiskars	FKRAF	26-Feb-2024	13	Director	Re-Elect Board minus Ritva Sotamaa, plus Susan Repo	Against	For	At least 3 board members are with major shareholders and look like some form of insiders/family members.
Fiskars	FKRAF	26-Feb-2024	14	Auditor Comp	remuneration of auditor	For	For	
Fiskars	FKRAF	26-Feb-2024	15	Auditor	EY	For	For	

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Fiskars	FKRAF	26-Feb-2024	16	Governance	authorize bod to decide on repurchase or acceptance of company's own shares	For	For	
Fiskars	FKRAF	26-Feb-2024	17	Governance	authorize bod to decide on transfer of company's own shares held as treasury shares	Against	For	
Novartis	NVS	26-Feb-2024	1a	International Reg	approval of financial statements	For	For	
Novartis	NVS	26-Feb-2024	1b	International Reg	approval of non financial reports	For	For	
Novartis	NVS	26-Feb-2024	2	International Reg	discharge liability of board of directors and exec committee	For	For	
Novartis	NVS	26-Feb-2024	3	Dividend	declaration of dividend (3.30 CHF)	For	For	
Novartis	NVS	26-Feb-2024	4	Governance	reduction of share capital	For	For	
Novartis	NVS	26-Feb-2024	5a	Board Comp	aggregate board of directors CHF 8,780,000 (USD \$9,952,832)	Against	For	
Novartis	NVS	26-Feb-2024	5b	Exec Comp	aggregate exec committee CHF 95 million (USD \$107,690,100)	Abstain	For	
Novartis	NVS	26-Feb-2024	5c	Governance	advisory vote of 2023 compensation report	Abstain	For	
Novartis	NVS	26-Feb-2024	6a	Director	re-election Joerg Reinhardt member and board chair	Against	For	insider, overcommitment, non-diverse
Novartis	NVS	26-Feb-2024	6b	Director	re-election Nancy Andrews	For	For	
Novartis	NVS	26-Feb-2024	6c	Director	re-election Ton Buechner	Against	For	leadership with ESG-deficient companies, less relevant experience, non-diverse
Novartis	NVS	26-Feb-2024	6d	Director	re-election Patrice Bula	For	For	
Novartis	NVS	26-Feb-2024	6e	Director	re-election Elizabeth Doherty	For	For	
Novartis	NVS	26-Feb-2024	6f	Director	re-election Bridgette Heller	For	For	
Novartis	NVS	26-Feb-2024	6g	Director	re-election Daniel Hochstrasser	Against	For	less relevant experience, non-diverse leadership with unsuccessful companies, non-diverse
Novartis	NVS	26-Feb-2024	6h	Director	re-election Frans van Houtan	Against	For	
Novartis	NVS	26-Feb-2024	6i	Director	re-election Simon Moroney	Against	For	insider, non-diverse
Novartis	NVS	26-Feb-2024	6j	Director	re-election Ana de Pro Gonzalo	For	For	
Novartis	NVS	26-Feb-2024	6k	Director	re-election Charles L Sawyers	For	For	Charles L. Sawyers
Novartis	NVS	26-Feb-2024	6l	Director	re-election William Winters	Against	For	less relevant experience, non-diverse
Novartis	NVS	26-Feb-2024	6m	Director	John D Young	For	For	
Novartis	NVS	26-Feb-2024	7a	Comp Committee	re-election Patrice Bula	For	For	Patrice Bula
Novartis	NVS	26-Feb-2024	7b	Comp Committee	re-election Bridgette Heller	For	For	Bridgette Heller
Novartis	NVS	26-Feb-2024	7c	Comp Committee	re-election Simon Moroney	Against	For	Simon Moroney
Novartis	NVS	26-Feb-2024	7d	Comp Committee	re-election William Winters	Against	For	William T. Winters
Novartis	NVS	26-Feb-2024	8	Auditor	KPMG	For	For	
Novartis	NVS	26-Feb-2024	9	International Reg	independent proxy re-election Peter Andreas Zahn	For	For	
Novartis	NVS	26-Feb-2024	10	International Reg	general instructions in case of alternative motions	For	For	
Johnson Outdoors Inc.	JOUT	27-Feb-2024	1a	Director	Paul G Alexander	For	For	
Johnson Outdoors Inc.	JOUT	27-Feb-2024	1b	Director	John M Fahey Jr	Against	For	long tenure, non-diverse
Johnson Outdoors Inc.	JOUT	27-Feb-2024	1c	Director	Jeffrey M Stutz	For	For	
Johnson Outdoors Inc.	JOUT	27-Feb-2024	2	Auditor	RSM US LLP	For	For	
Johnson Outdoors Inc.	JOUT	27-Feb-2024	3	Exec Comp	42:1	For	For	avg exec to median employee guaranteed pay ratio: 33
Vaisala	VAIAF	11-Mar-2024	7	International Reg	adoption of financial statements	For	For	(ballot voting starts at #7)
Vaisala	VAIAF	11-Mar-2024	8	Dividend	0.75 euro per share of distributable earnings	For	For	
Vaisala	VAIAF	11-Mar-2024	9	International Reg	discharge members of the board, ceo, and president	For	For	
Vaisala	VAIAF	11-Mar-2024	10	Executive Comp	consideration of remuneration report for governing bodies	For	For	
Vaisala	VAIAF	11-Mar-2024	11	Governance	consideration of remuneration policy for governing bodies	For	For	
Vaisala	VAIAF	11-Mar-2024	12	Board Comp	remuneration of the members of the board	For	For	
Vaisala	VAIAF	11-Mar-2024	13	Governance	resolution of the number of members of the bod	For	For	
Vaisala	VAIAF	11-Mar-2024	14	Director	REELECT ANTTI JAASKELAINEN, JUKKA RINNEVAARA, RAIMO VOIPIO AND VILLE VOIPIO AS DIRECTORS; ELECT ANNICA BRESKY AND	For	For	
Vaisala	VAIAF	11-Mar-2024	15	Governance	LOTTE ROSENBERG AS NEW DIRECTORS	For	For	
Vaisala	VAIAF	11-Mar-2024	16	Auditor	remuneration of auditor	For	For	
Vaisala	VAIAF	11-Mar-2024	17	Governance	pwv Ylva Eriksson	For	For	
Vaisala	VAIAF	11-Mar-2024	18	Governance	remuneration of sustainability reporting assurer	For	For	
Vaisala	VAIAF	11-Mar-2024	19	Governance	election of sustainability reporting assurer	For	For	
Vaisala	VAIAF	11-Mar-2024	20	Governance	authorize the bod to resolve on the directed repurchase of own series a shares	For	For	
Vaisala	VAIAF	11-Mar-2024	20	Governance	authorize the bod to resolve on the issuance of the company's own shares	Abstain	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1a.	Fix Number of Directors	Starbucks nominee: Ritch Allison	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1b.	Fix Number of Directors	Starbucks nominee: Andy Campion	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1c.	Fix Number of Directors	Starbucks nominee: Beth Ford	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1d.	Fix Number of Directors	Starbucks nominee: Melody Hobson	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1e.	Fix Number of Directors	Starbucks nominee: Jørgen Vig Knudstorp	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1f.	Fix Number of Directors	Starbucks nominee: Neal Mohan	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1g.	Fix Number of Directors	Starbucks nominee: Satya Nadella	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1h.	Fix Number of Directors	Starbucks nominee: Laxman Narasimhan	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1i.	Fix Number of Directors	Starbucks nominee: Daniel Servitje	For	For	

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STARBUCKS CORPORATION	SBUX	13-Mar-2024	1j.	Fix Number of Directors	Starbucks nominee: Mike Sievert	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1k.	Fix Number of Directors	Starbucks nominee: Wei Zhang	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1l.	Election of Directors (Full Slate)	SOC Group nominee OPPOSED by Starbucks: Maria Echaveste	Withhold		
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1m.	Election of Directors (Full Slate)	SOC Group nominee OPPOSED by Starbucks: Hon. Joshua Gotbaum	Withhold		
STARBUCKS CORPORATION	SBUX	13-Mar-2024	1n.	Election of Directors (Full Slate)	SOC Group nominee OPPOSED by Starbucks: Wilma B. Liebman	Withhold		
STARBUCKS CORPORATION	SBUX	13-Mar-2024	2.	14A Executive Compensation	To approve, on a nonbinding, advisory basis, the compensation paid to Starbucks named executive officers ("say-on-pay").	Against	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	3.	Ratify Appointment of Independent Auditors	To ratify the selection of Deloitte & Touche LLP as Starbucks independent registered public accounting firm for fiscal year 2024.	For	For	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	4.	S/H Proposal - Corporate Governance	Shareholder proposal requesting a report on plant-based milk pricing.	For	Against	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	5.	S/H Proposal - Corporate Governance	Shareholder proposal requesting a report on direct and systemic discrimination.	Against	Against	
STARBUCKS CORPORATION	SBUX	13-Mar-2024	6.	S/H Proposal - Human Rights Related	Shareholder proposal requesting a report on human rights policies.	For	Against	
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1a.	Election of Directors (Majority Voting)	Election of Director: Yuichi Kitao	Against	For	insider; non-diverse
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1b.	Election of Directors (Majority Voting)	Election of Director: Masato Yoshikawa	Against	For	insider; non-diverse
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1c.	Election of Directors (Majority Voting)	Election of Director: Dai Watanabe	Against	For	insider; non-diverse
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1d.	Election of Directors (Majority Voting)	Election of Director: Hiroto Kimura	Against	For	insider; non-diverse
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1e.	Election of Directors (Majority Voting)	Election of Director: Eiji Yoshioka	Against	For	insider; non-diverse
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1f.	Election of Directors (Majority Voting)	Election of Director: Shingo Hanada	Against	For	insider; non-diverse
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1g.	Election of Directors (Majority Voting)	Election of Director: Yuzuru Matsuda	For	For	
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1h.	Election of Directors (Majority Voting)	Election of Director: Yutaro Shintaku	For	For	
KUBOTA CORPORATION	KUBTY	22-Mar-2024	1i.	Election of Directors (Majority Voting)	Election of Director: Kumi Arakane	For	For	
KUBOTA CORPORATION	KUBTY	22-Mar	1j.	Election of Directors (Majority Voting)	Election of Director: Koichi Kawana	For	For	
KUBOTA CORPORATION	KUBTY	22-Mar-2024	2.1	Elect Supervisory Board Member	Election of Audit & Supervisory Board Member: Kazushi Ito	Against	For	insider; non-diverse
KUBOTA CORPORATION	KUBTY	22-Mar-2024	2.2	Elect Supervisory Board Member	Election of Audit & Supervisory Board Member: Yuichi Yamada	For	For	
KUBOTA CORPORATION	KUBTY	22-Mar-2024	3.1	Elect Supervisory Board Member	Election of Substitute Audit & Supervisory Board Member: Hogara Iwamoto	For	For	
PFIZER INC.	PFE	25-Apr-2024	1a.	Election of Directors (Majority Voting)	Election of Director: Ronald E. Blaylock	For	For	
PFIZER INC.	PFE	25-Apr-2024	1b.	Election of Directors (Majority Voting)	Election of Director: Albert Bourla	Against	For	dual role chair, non-diverse
PFIZER INC.	PFE	25-Apr-2024	1c.	Election of Directors (Majority Voting)	Election of Director: Susan Desmond-Hellmann	Against	For	leadership with ESG-deficient companies
PFIZER INC.	PFE	25-Apr-2024	1d.	Election of Directors (Majority Voting)	Election of Director: Joseph J. Echevarria	For	For	
PFIZER INC.	PFE	25-Apr-2024	1e.	Election of Directors (Majority Voting)	Election of Director: Scott Gottlieb	For	For	
PFIZER INC.	PFE	25-Apr-2024	1f.	Election of Directors (Majority Voting)	Election of Director: Helen H. Hobbs	For	For	
PFIZER INC.	PFE	25-Apr-2024	1g.	Election of Directors (Majority Voting)	Election of Director: Susan Hockfield	For	For	
PFIZER INC.	PFE	25-Apr-2024	1h.	Election of Directors (Majority Voting)	Election of Director: Dan R. Littman	For	For	
PFIZER INC.	PFE	25-Apr-2024	1i.	Election of Directors (Majority Voting)	Election of Director: Shantanu Narayen	For	For	
PFIZER INC.	PFE	25-Apr-2024	1j.	Election of Directors (Majority Voting)	Election of Director: Suzanne Nora Johnson	For	For	
PFIZER INC.	PFE	25-Apr-2024	1k.	Election of Directors (Majority Voting)	Election of Director: James Quincey	Against	For	less relevant experience, non-diverse
PFIZER INC.	PFE	25-Apr-2024	1l.	Election of Directors (Majority Voting)	Election of Director: James C. Smith	Against	For	less relevant experience, non-diverse
PFIZER INC.	PFE	25-Apr-2024	2.	Ratify Appointment of Independent Auditors	Ratify the selection of KPMG LLP as independent registered public accounting firm for 2024	For	For	
PFIZER INC.	PFE	25-Apr-2024	3.	Amend Incentive Stock Option Plan	Approval of the Amended and Restated Pfizer Inc. 2019 Stock Plan	Against	For	
PFIZER INC.	PFE	25-Apr-2024	4.	14A Executive Compensation	2024 advisory approval of executive compensation	Against	For	CEO pay ratio: 291

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PFIZER INC.	PFE	25-Apr-2024	5.	S/H Proposal - Establish Independent Chairman	Adopt an Independent Board Chair Policy	For	Against	
PFIZER INC.	PFE	25-Apr-2024	6.	S/H Proposal - Political/Government	Publish a Congruency Report on Political, Lobbying, Electioneering Expenditures	For	Against	
PFIZER INC.	PFE	25-Apr-2024	7.	S/H Proposal - Corporate Governance	Amend Director Resignation Processes	For	Against	
PFIZER INC.	PFE	25-Apr-2024	8.	S/H Proposal - Corporate Governance	Publish a Report on Corporate Contributions	Against	Against	
ABBOTT LABORATORIES	ABT	26-Apr-2024	1a.	Election of Directors (Majority Voting)	Election of Director: R. J. Alpern	For	For	
ABBOTT LABORATORIES	ABT	26-Apr-2024	1b.	Election of Directors (Majority Voting)	Election of Director: C. Babineaux- Fontenot	For	For	
ABBOTT LABORATORIES	ABT	26-Apr-2024	1c.	Election of Directors (Majority Voting)	Election of Director: S. E. Blount	For	For	
ABBOTT LABORATORIES	ABT	26-Apr-2024	1d.	Election of Directors (Majority Voting)	Election of Director: R. B. Ford	Against	For	dual role chair; non-diverse
ABBOTT LABORATORIES	ABT	26-Apr-2024	1e.	Election of Directors (Majority Voting)	Election of Director: P. Gonzalez	For	For	
ABBOTT LABORATORIES	ABT	26-Apr-2024	1f.	Election of Directors (Majority Voting)	Election of Director: M. A. Kumbier	Against	For	leadership with unsuccessful companies
ABBOTT LABORATORIES	ABT	26-Apr-2024	1g.	Election of Directors (Majority Voting)	Election of Director: D. W. McDew	Against	For	leadership with ESG-deficient companies
ABBOTT LABORATORIES	ABT	26-Apr-2024	1h.	Election of Directors (Majority Voting)	Election of Director: N. McKinstry	For	For	
ABBOTT LABORATORIES	ABT	26-Apr-2024	1i.	Election of Directors (Majority Voting)	Election of Director: M. G. O'Grady	Against	For	less relevant experience; non-diverse
ABBOTT LABORATORIES	ABT	26-Apr-2024	1j.	Election of Directors (Majority Voting)	Election of Director: M. F. Roman	Against	For	leadership with unsuccessful companies; non-diverse
ABBOTT LABORATORIES	ABT	26-Apr-2024	1k.	Election of Directors (Majority Voting)	Election of Director: D. J. Starks	Against	For	insider; non-diverse
ABBOTT LABORATORIES	ABT	26-Apr-2024	1l.	Election of Directors (Majority Voting)	Election of Director: J. G. Stratton	Against	For	leadership with ESG-deficient companies, less relevant experience, non-diverse
ABBOTT LABORATORIES	ABT	26-Apr-2024	2.	Ratify Appointment of Independent Auditors	Ratification of Ernst & Young LLP As Auditors	For	For	
ABBOTT LABORATORIES	ABT	26-Apr-2024	3.	14A Executive Compensation	Say on Pay - An Advisory Vote on the Approval of Executive Compensation	For	For	avg exec to median employee guaranteed pay ratio: 30
TENNANT COMPANY	TNC	01-May-2024	1a.	Election of Directors (Majority Voting)	Election of Class II Director for three-year term: Azita Arvani	For	For	
TENNANT COMPANY	TNC	01-May-2024	1b.	Election of Directors (Majority Voting)	Election of Class II Director for three-year term: Timothy R. Morse	Against	For	less relevant experience, non-diverse
TENNANT COMPANY	TNC	01-May-2024	2.	Ratify Appointment of Independent Auditors	Ratification of the appointment of Deloitte & Touche LLP as the independent registered public accounting firm of the Company for the year ending December 31, 2024.	For	For	
TENNANT COMPANY	TNC	01-May-2024	3.	14A Executive Compensation	Advisory approval of executive compensation.	For	For	avg exec to median employee guaranteed pay ratio: 32
TENNANT COMPANY	TNC	01-May-2024	4.	Amend Incentive Stock Option Plan	Approve the Tennant Company Amended and Restated 2020 Stock Incentive Plan.	For	For	
UNILEVER PLC	UL	01-May-2024	1.	Receive Consolidated Financial Statements	To receive the Report and Accounts for the year ended 31 December 2023.	For	For	
UNILEVER PLC	UL	01-May-2024	2.	Approve Remuneration of Directors and Auditors	To approve the Directors' Remuneration Report.	Against	For	avg exec to median employee guaranteed pay ratio: 80
UNILEVER PLC	UL	01-May-2024	3.	Approve Remuneration of Directors and Auditors	To approve the Directors' Remuneration Policy.	Against	For	
UNILEVER PLC	UL	01-May-2024	4.	Miscellaneous Corporate Actions	To approve the Climate Transition Action Plan.	For	For	
UNILEVER PLC	UL	01-May-2024	5.	Election of Directors (Majority Voting)	To elect Fernando Fernandez as a Director.	Against	For	insider
UNILEVER PLC	UL	01-May-2024	6.	Election of Directors (Full Slate)	To re-elect Adrian Hennah as a Director.	Against	For	leadership with unsuccessful companies; non-diverse
UNILEVER PLC	UL	01-May-2024	7.	Election of Directors (Full Slate)	To re-elect Andrea Jung as a Director.	For	For	
UNILEVER PLC	UL	01-May-2024	8.	Election of Directors (Full Slate)	To re-elect Susan Kilsby as a Director.	Against	For	leadership with ESG-deficient companies
UNILEVER PLC	UL	01-May-2024	9.	Election of Directors (Full Slate)	To re-elect Ruby Lu as a Director.	For	For	
UNILEVER PLC	UL	01-May-2024	10.	Election of Directors (Majority Voting)	To elect Ian Meakins as a Director.	For	For	
UNILEVER PLC	UL	01-May-2024	11.	Election of Directors (Majority Voting)	To elect Judith McKenna as a Director.	Against	For	leadership with ESG-deficient companies
UNILEVER PLC	UL	01-May-2024	12.	Election of Directors (Full Slate)	To re-elect Nelson Peltz as a Director.	For	For	

Company Name	Ticker Symbol	Meeting Date	Proposal Label	Proposal Category Description/Short Text	Proposal Long Text	PSC Vote	Management Recommendation	Vote Comments
UNILEVER PLC	UL	01-May-2024	13.	Election of Directors (Full Slate)	To re-elect Hein Schumacher as a Director	For	For	
UNILEVER PLC	UL	01-May-2024	14.	Ratify Appointment of Independent Auditors	To reappoint KPMG LLP as Auditor of the Company.	For	For	
UNILEVER PLC	UL	01-May-2024	15.	Approve Remuneration of Directors and Auditors	To authorise the Directors to fix the remuneration of the Auditor.	For	For	
UNILEVER PLC	UL	01-May-2024	16.	Miscellaneous Corporate Actions	To authorise political donations and expenditure.	Against	For	
UNILEVER PLC	UL	01-May-2024	17.	Stock Issuance	To renew the authority to Directors to allot shares.	Against	For	
UNILEVER PLC	UL	01-May-2024	18.	Eliminate Pre-Emptive Rights	To renew the authority to Directors to disapply pre-emption rights.	Against	For	
UNILEVER PLC	UL	01-May-2024	19.	Eliminate Pre-Emptive Rights	To renew the authority to Directors to disapply pre-emption rights in connection with acquisitions or capital investments.	Against	For	
UNILEVER PLC	UL	01-May-2024	20.	Authorize Directors to Repurchase Shares	To renew the authority to the Company to purchase its own shares.	For	For	
UNILEVER PLC	UL	01-May-2024	21.	Miscellaneous Corporate Actions	To shorten the notice period for General Meetings (other than Annual General Meetings) to 14 clear days' notice.	Against	For	
UNILEVER PLC	UL	01-May-2024	22.	Approve Article Amendments	To adopt new Articles of Association.	Abstain	For	
ECOLAB INC.	ECL	02-May-2024	1a.	Election of Directors (Majority Voting)	Election of Director: Judson B. Althoff	For	For	
ECOLAB INC.	ECL	02-May-2024	1b.	Election of Directors (Majority Voting)	Election of Director: Shari L. Ballard	For	For	
ECOLAB INC.	ECL	02-May-2024	1c.	Election of Directors (Majority Voting)	Election of Director: Christophe Beck	For	For	
ECOLAB INC.	ECL	02-May-2024	1d.	Election of Directors (Majority Voting)	Election of Director: Eric M. Green	For	For	
ECOLAB INC.	ECL	02-May-2024	1e.	Election of Directors (Majority Voting)	Election of Director: Arthur J. Higgins	For	For	
ECOLAB INC.	ECL	02-May-2024	1f.	Election of Directors (Majority Voting)	Election of Director: Michael Larson	For	For	
ECOLAB INC.	ECL	02-May-2024	1g.	Election of Directors (Majority Voting)	Election of Director: David W. MacLennan	For	For	
ECOLAB INC.	ECL	02-May-2024	1h.	Election of Directors (Majority Voting)	Election of Director: Tracy B. McKibben	For	For	
ECOLAB INC.	ECL	02-May-2024	1i.	Election of Directors (Majority Voting)	Election of Director: Lionel L. Nowell III	For	For	
ECOLAB INC.	ECL	02-May-2024	1j.	Election of Directors (Majority Voting)	Election of Director: Victoria J. Reich	For	For	
ECOLAB INC.	ECL	02-May-2024	1k.	Election of Directors (Majority Voting)	Election of Director: Suzanne M. Vautrinot	For	For	
ECOLAB INC.	ECL	02-May-2024	1l.	Election of Directors (Majority Voting)	Election of Director: John J. Zillmer	For	For	
ECOLAB INC.	ECL	02-May-2024	2.	14A Executive Compensation	Approve, on an advisory basis, the compensation of our named executive officers disclosed in the Proxy Statement.	Against	For	
ECOLAB INC.	ECL	02-May-2024	3.	Ratify Appointment of Independent Auditors	Ratify the appointment of PricewaterhouseCoopers LLP as Ecolab's independent registered public accounting firm for the current year ending December 31, 2024.	For	For	
ECOLAB INC.	ECL	02-May-2024	4.	S/H Proposal - Establish Independent Chairman	Vote on a stockholder proposal regarding an independent board chair policy, if properly presented at the meeting.	For	Against	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Michele G. Buck	Withhold	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Victor L. Crawford	For	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Robert M. Dutkowsky	Withhold	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Mary Kay Haben	For	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR M. Diane Koken	For	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Huang Maria T. Kraus	For	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Robert M. Malcolm	For	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Kevin M. Ozan	Withhold	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Anthony J. Palmer	Withhold	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Juan R. Perez	For	For	
THE HERSHEY COMPANY	HSY	06-May-2024	1.	Election of Directors	DIRECTOR Cordel Robbin-Coker	For	For	
THE HERSHEY COMPANY	HSY	06-May-2024	2.	Ratify Appointment of Independent Auditors	Ratify the appointment of Ernst & Young LLP as independent auditors for 2024.	For	For	
THE HERSHEY COMPANY	HSY	06-May-2024	3.	14A Executive Compensation	Approve named executive officer compensation on a non-binding advisory basis.	Against	For	CEO pay ratio: 360
THE HERSHEY COMPANY	HSY	06-May-2024	4.	S/H Proposal - Corporate Governance	Stockholder Proposal titled "Public Report on Living Wage & Income."	For	Against	
THE HERSHEY COMPANY	HSY	06-May-2024	5.	S/H Proposal - Corporate Governance	Stockholder Proposal titled "Public Report on Packaging Reuse & Recycling."	For	Against	
ALCON INC.	ALC	08-May-2024	1.	Receive Consolidated Financial Statements	Approval of the operating and financial review of Alcon Inc., the annual financial statements of Alcon Inc. and the consolidated financial statements for 2023	For	For	(two ballots)

Company Name	Ticker Symbol	Meeting Date	Proposal Label	Proposal Category Description/Short Text	Proposal Long Text	PSC Vote	Management Recommendation	Vote Comments
ALCON INC.	ALC	08-May-2024	1.	Receive Consolidated Financial Statements	Approval of the operating and financial review of Alcon Inc., the annual financial statements of Alcon Inc. and the consolidated financial statements for 2023 General instruction in case of new agenda items or proposals put forth during the Annual General Meeting (please check one box only) * If you vote FOR, you will be voting in accordance with the recommendation of the Board of Directors. ** If you vote AGAINST, you will be voting against the new agenda items or proposals. *** If you vote ABSTAIN, you will abstain from voting.	For	For	
ALCON INC.	ALC	08-May-2024	10.	Miscellaneous Corporate Actions	General instruction in case of new agenda items or proposals put forth during the Annual General Meeting (please check one box only) * If you vote FOR, you will be voting in accordance with the recommendation of the Board of Directors. ** If you vote AGAINST, you will be voting against the new agenda items or proposals. *** If you vote ABSTAIN, you will abstain from voting.	Against	For	
ALCON INC.	ALC	08-May-2024	10.	Miscellaneous Corporate Actions	Discharge of the members of the Board of Directors and the members of the Executive Committee	Against	For	
ALCON INC.	ALC	08-May-2024	2.	Approve Discharge of Board and President	Discharge of the members of the Board of Directors and the members of the Executive Committee	For	For	
ALCON INC.	ALC	08-May-2024	2.	Approve Discharge of Board and President	Discharge of the members of the Board of Directors and the members of the Executive Committee	For	For	
ALCON INC.	ALC	08-May-2024	3.	Dividends	Appropriation of earnings and declaration of dividend as per the balance sheet of Alcon Inc. of December 31, 2023	For	For	
ALCON INC.	ALC	08-May-2024	3.	Dividends	Appropriation of earnings and declaration of dividend as per the balance sheet of Alcon Inc. of December 31, 2023	For	For	
ALCON INC.	ALC	08-May-2024	4.	Receive Directors' Report	Consultative vote on the 2023 Report on Non-Financial Matters	For	For	
ALCON INC.	ALC	08-May-2024	4.	Miscellaneous Corporate Actions	Consultative vote on the 2023 Report on Non-Financial Matters	For	For	
ALCON INC.	ALC	08-May-2024	5a.	Miscellaneous Compensation Plans	Consultative vote on the 2023 Compensation Report	Abstain	For	
ALCON INC.	ALC	08-May-2024	5a.	Miscellaneous Compensation Plans	Consultative vote on the 2023 Compensation Report	Abstain	For	
ALCON INC.	ALC	08-May-2024	5b.	Miscellaneous Compensation Plans	Binding vote on the maximum aggregate amount of compensation of the Board of Directors for the next term of office, i.e. from the 2024 Annual General Meeting to the 2025 Annual General Meeting	Against	For	excessive compensation
ALCON INC.	ALC	08-May-2024	5b.	Miscellaneous Compensation Plans	Binding vote on the maximum aggregate amount of compensation of the Board of Directors for the next term of office, i.e. from the 2024 Annual General Meeting to the 2025 Annual General Meeting	Against	For	
ALCON INC.	ALC	08-May-2024	5c.	Miscellaneous Compensation Plans	Binding vote on the maximum aggregate amount of compensation of the Executive Committee for the following financial year, i.e.2025	Abstain	For	
ALCON INC.	ALC	08-May-2024	5c.	Miscellaneous Compensation Plans	Binding vote on the maximum aggregate amount of compensation of the Executive Committee for the following financial year, i.e.2025	Abstain	For	
ALCON INC.	ALC	08-May-2024	6a.	Election of Directors (Full Slate)	Re-election of F. Michael Ball (as Member and Chair)	Against	For	insider, non-diverse
ALCON INC.	ALC	08-May-2024	6a.	Election of Directors (Full Slate)	Re-election of F. Michael Ball (as Member and Chair)	Against	For	
ALCON INC.	ALC	08-May-2024	6b.	Election of Directors (Full Slate)	Re-election of Lynn D. Bleil (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6b.	Election of Directors (Full Slate)	Re-election of Lynn D. Bleil (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6c.	Election of Directors (Full Slate)	Re-election of Raquel C. Bono (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6c.	Election of Directors (Full Slate)	Re-election of Raquel C. Bono (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6d.	Election of Directors (Full Slate)	Re-election of Arthur Cummings (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6d.	Election of Directors (Full Slate)	Re-election of Arthur Cummings (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6e.	Election of Directors (Full Slate)	Re-election of David J. Endicott (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6e.	Election of Directors (Full Slate)	Re-election of David J. Endicott (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6f.	Election of Directors (Full Slate)	Re-election of Thomas Glanzmann (as Member)	Against	For	less relevant experience, non- diverse
ALCON INC.	ALC	08-May-2024	6f.	Election of Directors (Full Slate)	Re-election of Thomas Glanzmann (as Member)	Against	For	
ALCON INC.	ALC	08-May-2024	6g.	Election of Directors (Full Slate)	Re-election of D. Keith Grossman (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6g.	Election of Directors (Full Slate)	Re-election of D. Keith Grossman (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6h.	Election of Directors (Full Slate)	Re-election of Scott Maw (as Member)	Against	For	
ALCON INC.	ALC	08-May-2024	6h.	Election of Directors (Full Slate)	Re-election of Scott Maw (as Member)	Against	For	
ALCON INC.	ALC	08-May-2024	6i.	Election of Directors (Full Slate)	Re-election of Karen May (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6i.	Election of Directors (Full Slate)	Re-election of Karen May (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6j.	Election of Directors (Full Slate)	Re-election of Ines Pöschel (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6j.	Election of Directors (Full Slate)	Re-election of Ines Pöschel (as Member)	For	For	
ALCON INC.	ALC	08-May-2024	6k.	Election of Directors (Full Slate)	Re-election of Dieter Spältli (as Member)	Against	For	
ALCON INC.	ALC	08-May-2024	6k.	Election of Directors (Full Slate)	Re-election of Dieter Spältli (as Member)	Against	For	
ALCON INC.	ALC	08-May-2024	7a.	14A Executive Compensation	Re-election of the member of the Compensation Committee: Thomas Glanzmann	Against	For	
ALCON INC.	ALC	08-May-2024	7a.	Elect Supervisory Board Member	Re-election of the member of the Compensation Committee: Thomas Glanzmann	Against	For	
ALCON INC.	ALC	08-May-2024	7b.	14A Executive Compensation	Re-election of the member of the Compensation Committee: Scott Maw	Against	For	

Company Name	Ticker Symbol	Meeting Date	Proposal Label	Proposal Category Description/Short Text	Proposal Long Text	PSC Vote	Management Recommendation	Vote Comments
ALCON INC.	ALC	08-May-2024	7b.	Elect Supervisory Board Member	Re-election of the member of the Compensation Committee: Scott Maw	Against	For	
ALCON INC.	ALC	08-May-2024	7c.	14A Executive Compensation	Re-election of the member of the Compensation Committee: Karen May	For	For	
ALCON INC.	ALC	08-May-2024	7c.	Elect Supervisory Board Member	Re-election of the member of the Compensation Committee: Karen May	For	For	
ALCON INC.	ALC	08-May-2024	7d.	14A Executive Compensation	Re-election of the member of the Compensation Committee: Ines Pöschel	For	For	
ALCON INC.	ALC	08-May-2024	7d.	Elect Supervisory Board Member	Re-election of the member of the Compensation Committee: Ines Pöschel	For	For	
ALCON INC.	ALC	08-May-2024	8.	Elect Supervisory Board Member	Re-election of the independent representative, Hartmann Dreyer, Attorneys-at-law	For	For	
ALCON INC.	ALC	08-May-2024	8.	Elect Supervisory Board Member	Re-election of the independent representative, Hartmann Dreyer, Attorneys-at-law	For	For	
ALCON INC.	ALC	08-May-2024	9.	Ratify Appointment of Independent Auditors	Re-election of the statutory auditors, PricewaterhouseCoopers SA, Geneva	For	For	
ALCON INC.	ALC	08-May-2024	9.	Ratify Appointment of Independent Auditors	Re-election of the statutory auditors, PricewaterhouseCoopers SA, Geneva	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1a.	Election of Directors (Majority Voting)	Election of Director: Shellye Archambeau	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1b.	Election of Directors (Majority Voting)	Election of Director: Roxanne Austin	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1c.	Election of Directors (Majority Voting)	Election of Director: Mark Bertolini	Against	For	less relevant experience, non-diverse
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1d.	Election of Directors (Majority Voting)	Election of Director: Vittorio Colao	Against	For	leadership with unsuccessful companies
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1e.	Election of Directors (Majority Voting)	Election of Director: Laxman Narasimhan	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1f.	Election of Directors (Majority Voting)	Election of Director: Clarence Otis, Jr.	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1g.	Election of Directors (Majority Voting)	Election of Director: Daniel Schulman	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1h.	Election of Directors (Majority Voting)	Election of Director: Rodney Slater	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1i.	Election of Directors (Majority Voting)	Election of Director: Carol Tomé	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	1j.	Election of Directors (Majority Voting)	Election of Director: Hans Vestberg	Against	For	dual role chair, non-diverse
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	2.	14A Executive Compensation	Advisory vote to approve executive compensation	Against	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	3.	Ratify Appointment of Independent Auditors	Ratification of appointment of independent registered public accounting firm	For	For	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	4.	S/H Proposal - Political/Government	Prohibit political contributions study	For	Against	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	5.	S/H Proposal - Political/Government	Lobbying activities report	For	Against	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	6.	S/H Proposal - Corporate Governance	Amend clawback policy	For	Against	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	7.	S/H Proposal - Establish Independent Chairman	Independent Board chair	For	Against	
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	8.	S/H Proposal - Corporate Governance	Civil liberties in digital services	Against	Against	politicized proposal
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	9.	S/H Proposal - Corporate Governance	Lead-sheathed cable report	Abstain	Against	highly technical matter, insufficient information
VERIZON COMMUNICATIONS INC.	VZ	09-May-2024	10.	S/H Proposal - Corporate Governance	Political expenditures misalignment	Abstain	Against	proposal not well worded
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1a.	Election of Directors (Majority Voting)	Election of Director: Darius Adamczyk	Against	For	dual role chair, leadership with ESG-deficient companies, non-diverse
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1b.	Election of Directors (Majority Voting)	Election of Director: Duncan B. Angove	Against	For	less relevant, non-diverse
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1c.	Election of Directors (Majority Voting)	Election of Director: William S. Ayer	For	For	
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1d.	Election of Directors (Majority Voting)	Election of Director: Kevin Burke	Against	For	long tenure, less relevant experience, non-diverse
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1e.	Election of Directors (Majority Voting)	Election of Director: D. Scott Davis	Against	For	long tenure, non-diverse
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1f.	Election of Directors (Majority Voting)	Election of Director: Deborah Flint	For	For	

Company Name	Ticker Symbol	Meeting Date	Proposal Label	Proposal Category Description/Short Text	Proposal Long Text	PSC Vote	Management Recommendation	Vote Comments
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1g.	Election of Directors (Majority Voting)	Election of Director: Vimal Kapur	For	For	
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1h.	Election of Directors (Majority Voting)	Election of Director: Michael W. Lamach	For	For	
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1i.	Election of Directors (Majority Voting)	Election of Director: Rose Lee	For	For	
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1j.	Election of Directors (Majority Voting)	Election of Director: Grace D. Lieblein	For	For	
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1k.	Election of Directors (Majority Voting)	Election of Director: Robin L. Washington	For	For	
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	1l.	Election of Directors (Majority Voting)	Election of Director: Robin Watson	For	For	
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	2.	14A Executive Compensation	Advisory Vote to Approve Executive Compensation.	Against	For	192:1
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	3.	Ratify Appointment of Independent Auditors	Approval of Independent Accountants.	For	For	
HONEYWELL INTERNATIONAL INC.	HON	14-May-2024	4.	S/H Proposal - Establish Independent Chairman	Shareowner Proposal - Independent Board Chairman.	For	Against	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Frank J. Bisignano	Withhold	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Henrique de Castro	For	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Harry F. DiSimone	For	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Lance M. Fritz	For	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Ajei S. Gopal	For	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Wafaa Mamilli	For	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Heidi G. Miller	For	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Doyle R. Simons	Withhold	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Kevin M. Warren	For	For	
FISERV, INC.	FI	15-May-2024	1.	Election of Directors	DIRECTOR Charlotte B. Yarkoni	For	For	
FISERV, INC.	FI	15-May-2024	2.	14A Executive Compensation	To approve, on an advisory basis, the compensation of the named executive officers of Fiserv, Inc.	Against	For	CEO pay ratio 380:1
FISERV, INC.	FI	15-May-2024	3.	Ratify Appointment of Independent Auditors	To ratify the appointment of Deloitte & Touche LLP as the independent registered public accounting firm of Fiserv, Inc. for 2024.	For	For	
XYLEM INC.	XYL	16-May-2024	1a.	Election of Directors (Majority Voting)	Election of Director: Jeanne Beliveau-Dunn	For	For	
XYLEM INC.	XYL	16-May-2024	1b.	Election of Directors (Majority Voting)	Election of Director: Earl R. Ellis	For	For	
XYLEM INC.	XYL	16-May-2024	1c.	Election of Directors (Majority Voting)	Election of Director: Robert F. Friel	For	For	
XYLEM INC.	XYL	16-May-2024	1d.	Election of Directors (Majority Voting)	Election of Director: Lisa Glatch	For	For	
XYLEM INC.	XYL	16-May-2024	1e.	Election of Directors (Majority Voting)	Election of Director: Victoria D. Harker	For	For	
XYLEM INC.	XYL	16-May-2024	1f.	Election of Directors (Majority Voting)	Election of Director: Mark D. Morelli	Against	For	leadership with ESG-deficient companies, non-diverse
XYLEM INC.	XYL	16-May-2024	1g.	Election of Directors (Majority Voting)	Election of Director: Jerome A. Peribere	Against	For	leadership with ESG-deficient companies, non-diverse
XYLEM INC.	XYL	16-May-2024	1h.	Election of Directors (Majority Voting)	Election of Director: Matthew F. Pine	For	For	
XYLEM INC.	XYL	16-May-2024	1i.	Election of Directors (Majority Voting)	Election of Director: Lila Tretikov	For	For	
XYLEM INC.	XYL	16-May-2024	1j.	Election of Directors (Majority Voting)	Election of Director: Uday Yadav	For	For	
XYLEM INC.	XYL	16-May-2024	2.	Ratify Appointment of Independent Auditors	Ratification of the appointment of Deloitte & Touche LLP as our independent registered public accounting firm for the fiscal year ending December 31, 2024.	For	For	
XYLEM INC.	XYL	16-May-2024	3.	14A Executive Compensation	Advisory vote to approve the compensation of our named executive officers.	Against	For	CEO pay ratio 192:1
XYLEM INC.	XYL	16-May-2024	4.	14A Executive Compensation Vote Frequency	Advisory vote on the frequency of future advisory votes to approve named executive officer compensation.	1 Year	1 Year	
ON HOLDING AG	ONON	23-May-2024	1	Receive Consolidated Financial Statements	Acknowledgement of the Annual Report and the Audit Reports and Approval of the Management Report, the Annual Consolidated Financial Statements of On Holding AG and the Annual Financial Statements of On Holding AG for 2023.	For	For	
ON HOLDING AG	ONON	23-May-2024	2	Adopt Accounts for Past Year	Appropriation of 2023 Financial Results.	For	For	
ON HOLDING AG	ONON	23-May-2024	3	Miscellaneous Corporate Actions	Approval of the Report on Non-Financial Matters.	For	For	



Company Name	Ticker Symbol	Meeting Date	Proposal Label	Proposal Category Description/Short Text	Proposal Long Text	PSC Vote	Management Recommendation	Vote Comments
ON HOLDING AG	ONON	23-May-2024	4	Approve Financial Statements, Allocation of Income, and Discharge Directors	Discharge of the Members of the Board of Directors and of the Executive Committee.	For	For	
ON HOLDING AG	ONON	23-May-2024	5	Election of Directors (Full Slate)	Re-Election of Alex Pérez as Proposed Representative of the Holders of Class A Shares on the Board of Directors.	For	For	
ON HOLDING AG	ONON	23-May-2024	6a	Election of Directors (Full Slate)	Re-Election of the Member of the Board of Director: David Allemann	For	For	Voting for as board members but voting against on the vote for Co- chair on the basis of dual-role.
ON HOLDING AG	ONON	23-May-2024	6b	Election of Directors (Full Slate)	Re-Election of the Member of the Board of Director: Amy Banse	For	For	
ON HOLDING AG	ONON	23-May-2024	6c	Election of Directors (Full Slate)	Re-Election of the Member of the Board of Director: Olivier Bernhard	For	For	
ON HOLDING AG	ONON	23-May-2024	6d	Election of Directors (Full Slate)	Re-Election of the Member of the Board of Director: Caspar Coppetti	For	For	Voting for as board members but voting against on the vote for Co- chair on the basis of dual-role.
ON HOLDING AG	ONON	23-May-2024	6e	Election of Directors (Full Slate)	Re-Election of the Member of the Board of Director: Dennis Durkin	Against	For	less relevant experience, non- diverse prior leadership with unsuccessful companies. less relevant experience, non- diverse
ON HOLDING AG	ONON	23-May-2024	6f	Election of Directors (Full Slate)	Re-Election of the Member of the Board of Director: Kenneth Fox	Against	For	
ON HOLDING AG	ONON	23-May-2024	6g	Election of Directors (Full Slate)	Re-Election of the Member of the Board of Director: Alex Pérez	For	For	
ON HOLDING AG	ONON	23-May-2024	7	Election of Directors (Majority Voting)	Election of new Member of the Board of Directors.	For	For	
ON HOLDING AG	ONON	23-May-2024	8a	Election of Directors (Full Slate)	Re-Election of the Co-Chairmen of the Board of Director: David Allemann	Against	For	dual-role chair
ON HOLDING AG	ONON	23-May-2024	8b	Election of Directors (Full Slate)	Re-Election of the Co-Chairmen of the Board of Director: Caspar Coppetti	Against	For	dual-role chair
ON HOLDING AG	ONON	23-May-2024	9a	Election of Directors (Full Slate)	Re-Election of the Members of the Nomination and Compensation Committee: Kenneth Fox	Against	For	prior leadership with unsuccessful companies. less relevant experience, non- diverse
ON HOLDING AG	ONON	23-May-2024	9b	Election of Directors (Full Slate)	Re-Election of the Members of the Nomination and Compensation Committee: Alex Pérez	For	For	
ON HOLDING AG	ONON	23-May-2024	9c	Election of Directors (Full Slate)	Re-Election of the Members of the Nomination and Compensation Committee: Amy Banse	For	For	
ON HOLDING AG	ONON	23-May-2024	10	Election of Directors (Full Slate)	Re-Election of the Independent Proxy Representative.	For	For	
ON HOLDING AG	ONON	23-May-2024	11	Ratify Appointment of Independent Auditors	Re-Election of Statutory Auditors.	For	For	
ON HOLDING AG	ONON	23-May-2024	12a	Miscellaneous Compensation Plans	Consultative Vote on the 2023 Compensation Report.	Abstain	For	No median pay or CEO pay ratio provided.
ON HOLDING AG	ONON	23-May-2024	12b	Miscellaneous Compensation Plans	Approval of the Maximum Aggregate Compensation for the Non-Executive Members of the Board of Directors for the Period between this Annual General Shareholders' Meeting and the next Annual General Shareholders' Meeting to be held in 2025.	Against	For	
ON HOLDING AG	ONON	23-May-2024	12c	Miscellaneous Compensation Plans	Approval of the Maximum Aggregate Compensation for the Members of the Executive Committee for the Financial Year 2025.	Abstain	For	No CEO pay ratio or employee median pay provided.
ON HOLDING AG	ONON	23-May-2024	13	Miscellaneous Corporate Actions	If a new proposal is made under a new or existing agenda item, I instruct the Independent Proxy Representative to: Marking "For" equals "Vote in accordance with the recommendation of the board of directors". Marking "Against" equals "Vote against the proposal". Marking "Abstain" equals "Abstain".	Against	None	
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	1.1	Election of Directors (Majority Voting)	Election of Director for Three-Year Term: Walter W. Bettinger II	Against	For	dual role chair, non-diverse
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	1.2	Election of Directors (Majority Voting)	Election of Director for Three-Year Term: Joan T. Dea	For	For	
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	1.3	Election of Directors (Majority Voting)	Election of Director for Three-Year Term: Christopher V. Dodds	For	For	
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	1.4	Election of Directors (Majority Voting)	Election of Director for Three-Year Term: Bharat B. Masrani	For	For	
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	1.5	Election of Directors (Majority Voting)	Election of Director for Three-Year Term: Charles A. Ruffel	For	For	
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	2.	Ratify Appointment of Independent Auditors	Ratification of the Selection of Independent Auditors.	For	For	
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	3.	14A Executive Compensation	Advisory Approval of Named Executive Officer Compensation.	Against	For	CEO pay ratio 203:1
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	4.	S/H Proposal - Report on Executive Compensation	Stockholder Proposal Requesting Changes to the Executive Compensation Program.	Against	Against	Not well constructed
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	5.	S/H Proposal - Human Rights Related	Stockholder Proposal on Workforce Discrimination Risk Oversight and Impact.	Against	Against	politicized proposal
THE CHARLES SCHWAB CORPORATION	SCHW	23-May-2024	6.	S/H Proposal - Report on Pay Disparity	Stockholder Proposal on Pay Equity Disclosure.	For	Against	

Company Name	Ticker Symbol	Meeting Date	Proposal Label	Proposal Category Description/Short Text	Proposal Long Text	PSC Vote	Management Recommendation	Vote Comments
EMCOR GROUP, INC.	EME	06-Jun-2024	1a.	Election of Directors (Majority Voting)	Election of Director: John W. Altmeyer	For	For	
EMCOR GROUP, INC.	EME	06-Jun-2024	1b.	Election of Directors (Majority Voting)	Election of Director: Anthony J. Guzzi	Against	For	dual role chair, non-diverse
EMCOR GROUP, INC.	EME	06-Jun-2024	1c.	Election of Directors (Majority Voting)	Election of Director: Ronald L. Johnson	For	For	
EMCOR GROUP, INC.	EME	06-Jun-2024	1d.	Election of Directors (Majority Voting)	Election of Director: Carol P. Lowe	Against	For	leadership with ESG-deficient companies
EMCOR GROUP, INC.	EME	06-Jun-2024	1e.	Election of Directors (Majority Voting)	Election of Director: M. Kevin McEvoy	Against	For	leadership with ESG-deficient companies, non-diverse
EMCOR GROUP, INC.	EME	06-Jun-2024	1f.	Election of Directors (Majority Voting)	Election of Director: William P. Reid	Against	For	insider, leadership with ESG-deficient companies, non-diverse
EMCOR GROUP, INC.	EME	06-Jun-2024	1g.	Election of Directors (Majority Voting)	Election of Director: Steven B. Schwarzwaelder	Against	For	less relevant experience, non-diverse
EMCOR GROUP, INC.	EME	06-Jun-2024	1h.	Election of Directors (Majority Voting)	Election of Director: Robin Walker- Lee	For	For	
EMCOR GROUP, INC.	EME	06-Jun-2024	2.	14A Executive Compensation	Approval. by non-binding advisory vote, of named executive compensation.	Against	For	CEO Pay Ratio 184:1
EMCOR GROUP, INC.	EME	06-Jun-2024	3.	Ratify Appointment of Independent Auditors	Ratification of the appointment of Ernst & Young LLP as independent auditors for 2024.	For	For	
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR André Almeida	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Marcelo Claire	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Srikanth M. Datar	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Srinivasan Gopalan	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Timotheus Höttges	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Christian P. Illek	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR James J. Kavanaugh	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Raphael Kübler	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Thorsten Langheim	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Dominique Leroy	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Letitia A. Long	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR G. Michael Sievert	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Teresa A. Taylor	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	1.	Election of Directors	DIRECTOR Kelvin R. Westbrook	Withhold	For	Voting against the entire T-Mobile (TMUS) board based on its problematic governance structure.
T-MOBILE US, INC.	TMUS	12-Jun-2024	2.	Ratify Appointment of Independent Auditors	Ratification of the Appointment of Deloitte & Touche LLP as the Company's Independent Registered Public Accounting Firm for Fiscal Year 2024.	For	For	
KYOCERA CORPORATION	KYOCY	25-Jun-2024	1.	Miscellaneous Corporate Actions	Appropriation of Surplus	For	None	

Company Name	Ticker Symbol	Meeting Date	Proposal Label	Proposal Category Description/Short Text	Proposal Long Text	PSC Vote	Management Recommendation	Vote Comments
KYOCERA CORPORATION	KYOCY	25-Jun-2024	2.	Election of Directors (Majority Voting)	Election of Director: Junko Sunaga (Outside Director)	For	None	
KYOCERA CORPORATION	KYOCY	25-Jun-2024	3.1	Election of Directors (Majority Voting)	Election of Audit & Supervisory Board Member: Shigeru Koyama	Against	None	insider
KYOCERA CORPORATION	KYOCY	25-Jun-2024	3.2	Election of Directors (Majority Voting)	Election of Audit & Supervisory Board Member: Minoru Kida (Outside Audit & Supervisory Board Member)	For	None	
KYOCERA CORPORATION	KYOCY	25-Jun-2024	3.3	Election of Directors (Majority Voting)	Election of Audit & Supervisory Board Member: Michie Kohara (Outside Audit & Supervisory Board Member)	For	None	
KYOCERA CORPORATION	KYOCY	25-Jun-2024	4.	Elect Supervisory Board Member	Election of Substitute Audit & Supervisory Board Member: Yusuke Nakano (Outside Audit & Supervisory Board Member)	For	None	
SALESFORCE, INC.	CRM	27-Jun-2024	1a.	Election of Directors (Majority Voting)	Election of Director: Marc Benioff	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	1b.	Election of Directors (Majority Voting)	Election of Director: Laura Alber	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	1c.	Election of Directors (Majority Voting)	Election of Director: Craig Conway	Against	For	long tenure, non-diverse
SALESFORCE, INC.	CRM	27-Jun-2024	1d.	Election of Directors (Majority Voting)	Election of Director: Arnold Donald	Against	For	leadership with ESG-deficient companies
SALESFORCE, INC.	CRM	27-Jun-2024	1e.	Election of Directors (Majority Voting)	Election of Director: Parker Harris	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	1f.	Election of Directors (Majority Voting)	Election of Director: Neelie Kroes	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	1g.	Election of Directors (Majority Voting)	Election of Director: Sachin Mehra	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	1h.	Election of Directors (Majority Voting)	Election of Director: Mason Morfit	Against	For	leadership with ESG-deficient companies, non-diverse
SALESFORCE, INC.	CRM	27-Jun-2024	1i.	Election of Directors (Majority Voting)	Election of Director: Oscar Munoz	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	1j.	Election of Directors (Majority Voting)	Election of Director: John V. Roos	Against	For	less relevant experience, non-diverse, vote against nominating committee on less diverse board
SALESFORCE, INC.	CRM	27-Jun-2024	1k.	Election of Directors (Majority Voting)	Election of Director: Robin Washington	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	1l.	Election of Directors (Majority Voting)	Election of Director: Maynard Webb	Against	For	long tenure, non-diverse
SALESFORCE, INC.	CRM	27-Jun-2024	1m.	Election of Directors (Majority Voting)	Election of Director: Susan Wojcicki	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	2.	Approve Charter Amendment	Amendment of our Restated Certificate of Incorporation to provide for officer exculpation.	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	3.	Amend Stock Compensation Plan	Amendment and restatement of our 2013 Equity Incentive Plan to increase the number of shares reserved for issuance and extend the plan term.	Against	For	overly dilutive
SALESFORCE, INC.	CRM	27-Jun-2024	4.	Ratify Appointment of Independent Auditors	Ratification of the appointment of Ernst & Young LLP as our independent registered public accounting firm for the fiscal year ending January 31, 2025.	For	For	
SALESFORCE, INC.	CRM	27-Jun-2024	5.	14A Executive Compensation	Approval, on an advisory basis, of the fiscal 2024 compensation of our named executive officers.	Against	For	CEO pay ratio 240:1
SALESFORCE, INC.	CRM	27-Jun-2024	6.	S/H Proposal - Establish Independent Chairman	A stockholder proposal requesting a policy to require the Chair of the Board be an independent member of the Board and not a former CEO of the Company, if properly presented at the meeting.	For	Against	
SALESFORCE, INC.	CRM	27-Jun-2024	7.	S/H Proposal - Corporate Governance	A stockholder proposal requesting stockholder approval of certain executive severance arrangements, if properly presented at the meeting.	For	Against	
SALESFORCE, INC.	CRM	27-Jun-2024	8.	S/H Proposal - Corporate Governance	A stockholder proposal requesting a report on viewpoint restriction risks, if properly presented at the meeting.	Against	Against	Politicized proposal

