

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2023 to 06/30/2024

Snowflake Inc.

Meeting Date: 07/05/2023 **Country:** USA **Ticker:** SNOW
Record Date: 05/12/2023 **Meeting Type:** Annual
Primary Security ID: 833445109

Shares Voted: 2,023

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Teresa Briggs | Mgmt | For | Withhold | Withhold |
| 1b | Elect Director Jeremy Burton | Mgmt | For | Withhold | Withhold |
| 1c | Elect Director Mark D. McLaughlin | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

VMware, Inc.

Meeting Date: 07/13/2023 **Country:** USA **Ticker:** VMW
Record Date: 05/15/2023 **Meeting Type:** Annual
Primary Security ID: 928563AC9

Shares Voted: 1,672

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Anthony Bates | Mgmt | For | For | For |
| 1b | Elect Director Michael Dell | Mgmt | For | For | For |
| 1c | Elect Director Egon Durban | Mgmt | For | Against | Against |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Constellation Brands, Inc.

Meeting Date: 07/18/2023 **Country:** USA **Ticker:** STZ
Record Date: 05/19/2023 **Meeting Type:** Annual
Primary Security ID: 21036P108

Constellation Brands, Inc.

Shares Voted: 1,072

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Christy Clark | Mgmt | For | For | For |
| 1b | Elect Director Jennifer M. Daniels | Mgmt | For | For | For |
| 1c | Elect Director Nicholas I. Fink | Mgmt | For | For | For |
| 1d | Elect Director Ernesto M. Hernandez | Mgmt | For | For | For |
| 1e | Elect Director Susan Somersille Johnson | Mgmt | For | For | For |
| 1f | Elect Director Jose Manuel Madero Garza | Mgmt | For | For | For |
| 1g | Elect Director Daniel J. McCarthy | Mgmt | For | For | For |
| 1h | Elect Director William A. Newlands | Mgmt | For | For | For |
| 1i | Elect Director Richard Sands | Mgmt | For | For | For |
| 1j | Elect Director Robert Sands | Mgmt | For | For | For |
| 1k | Elect Director Judy A. Schmeling | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Disclose GHG Emissions Reductions Targets | SH | Against | For | For |
| 6 | Report on Support for a Circular Economy for Packaging | SH | Against | For | For |

Extra Space Storage Inc.

Meeting Date: 07/18/2023

Country: USA

Ticker: EXR

Record Date: 05/23/2023

Meeting Type: Special

Primary Security ID: 30225T102

Shares Voted: 989

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

McKesson Corporation

Meeting Date: 07/21/2023

Country: USA

Ticker: MCK

Record Date: 05/26/2023

Meeting Type: Annual

Primary Security ID: 58155Q103

McKesson Corporation

Shares Voted: 1,054

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Richard H. Carmona | Mgmt | For | For | For |
| 1b | Elect Director Dominic J. Caruso | Mgmt | For | For | For |
| 1c | Elect Director W. Roy Dunbar | Mgmt | For | For | For |
| 1d | Elect Director James H. Hinton | Mgmt | For | For | For |
| 1e | Elect Director Donald R. Knauss | Mgmt | For | For | For |
| 1f | Elect Director Bradley E. Lerman | Mgmt | For | For | For |
| 1g | Elect Director Linda P. Mantia | Mgmt | For | For | For |
| 1h | Elect Director Maria Martinez | Mgmt | For | For | For |
| 1i | Elect Director Susan R. Salka | Mgmt | For | For | For |
| 1j | Elect Director Brian S. Tyler | Mgmt | For | For | For |
| 1k | Elect Director Kathleen Wilson-Thompson | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | Against | Against |

Linde Plc

Meeting Date: 07/24/2023

Country: Ireland

Ticker: LIN

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 3,708

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Stephen F. Angel | Mgmt | For | For | For |
| 1b | Elect Director Sanjiv Lamba | Mgmt | For | For | For |
| 1c | Elect Director Ann-Kristin Achleitner | Mgmt | For | For | For |
| 1d | Elect Director Thomas Enders | Mgmt | For | For | For |
| 1e | Elect Director Hugh Grant | Mgmt | For | For | For |
| 1f | Elect Director Joe Kaeser | Mgmt | For | For | For |
| 1g | Elect Director Victoria E. Ossadnik | Mgmt | For | For | For |

Linde Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Martin H. Richenhagen | Mgmt | For | For | For |
| 1i | Elect Director Alberto Weisser | Mgmt | For | For | For |
| 1j | Elect Director Robert L. Wood | Mgmt | For | For | For |
| 2a | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 2b | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Supermajority Vote Requirement | Mgmt | For | For | For |

Booz Allen Hamilton Holding Corporation

Meeting Date: 07/26/2023

Country: USA

Ticker: BAH

Record Date: 06/05/2023

Meeting Type: Annual

Primary Security ID: 099502106

Shares Voted: 964

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ralph W. Shrader | Mgmt | For | For | For |
| 1b | Elect Director Horacio D. Rozanski | Mgmt | For | For | For |
| 1c | Elect Director Joan Lordi C. Amble | Mgmt | For | For | For |
| 1d | Elect Director Melody C. Barnes | Mgmt | For | For | For |
| 1e | Elect Director Michele A. Flournoy | Mgmt | For | For | For |
| 1f | Elect Director Mark E. Gaumond | Mgmt | For | For | For |
| 1g | Elect Director Ellen Jewett | Mgmt | For | For | For |
| 1h | Elect Director Arthur E. Johnson | Mgmt | For | For | For |
| 1i | Elect Director Gretchen W. McClain | Mgmt | For | For | For |
| 1j | Elect Director Rory P. Read | Mgmt | For | For | For |
| 1k | Elect Director Charles O. Rossotti | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Amend Certificate of Incorporation to Limit the Liability of Certain Officers | Mgmt | For | For | For |
| 6 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Horizon Therapeutics Public Limited Company

Meeting Date: 07/27/2023

Country: Ireland

Ticker: HZNP

Record Date: 06/02/2023

Meeting Type: Annual

Primary Security ID: G46188101

Shares Voted: 1,705

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gino Santini | Mgmt | For | For | For |
| 1b | Elect Director James Shannon | Mgmt | For | For | For |
| 1c | Elect Director Timothy P. Walbert | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

STERIS plc

Meeting Date: 07/27/2023

Country: Ireland

Ticker: STE

Record Date: 05/30/2023

Meeting Type: Annual

Primary Security ID: G8473T100

Shares Voted: 746

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Esther M. Alegria | Mgmt | For | For | For |
| 1b | Elect Director Richard C. Breeden | Mgmt | For | For | For |
| 1c | Elect Director Daniel A. Carestio | Mgmt | For | For | For |
| 1d | Elect Director Cynthia L. Feldmann | Mgmt | For | For | For |
| 1e | Elect Director Christopher S. Holland | Mgmt | For | For | For |
| 1f | Elect Director Jacqueline B. Kosecoff | Mgmt | For | For | For |
| 1g | Elect Director Paul E. Martin | Mgmt | For | For | For |
| 1h | Elect Director Nirav R. Shah | Mgmt | For | For | For |
| 1i | Elect Director Mohsen M. Sohi | Mgmt | For | For | For |
| 1j | Elect Director Richard M. Steeves | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor | Mgmt | For | For | For |
| 4 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 6 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

STERIS plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 7 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 8 | Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law | Mgmt | For | For | For |

Electronic Arts Inc.

Meeting Date: 08/10/2023 **Country:** USA **Ticker:** EA
Record Date: 06/16/2023 **Meeting Type:** Annual
Primary Security ID: 285512109

Shares Voted: 2,082

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kofi A. Bruce | Mgmt | For | For | For |
| 1b | Elect Director Rachel A. Gonzalez | Mgmt | For | For | For |
| 1c | Elect Director Jeffrey T. Huber | Mgmt | For | For | For |
| 1d | Elect Director Talbott Roche | Mgmt | For | For | For |
| 1e | Elect Director Richard A. Simonson | Mgmt | For | For | For |
| 1f | Elect Director Luis A. Ubinas | Mgmt | For | For | For |
| 1g | Elect Director Heidi J. Ueberroth | Mgmt | For | For | For |
| 1h | Elect Director Andrew Wilson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | Against | Against |

The J. M. Smucker Company

Meeting Date: 08/16/2023 **Country:** USA **Ticker:** SJM
Record Date: 06/20/2023 **Meeting Type:** Annual
Primary Security ID: 832696405

Shares Voted: 748

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mercedes Abramo | Mgmt | For | For | For |
| 1b | Elect Director Tarang P. Amin | Mgmt | For | For | For |

The J. M. Smucker Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Susan E. Chapman-Hughes | Mgmt | For | For | For |
| 1d | Elect Director Jay L. Henderson | Mgmt | For | For | For |
| 1e | Elect Director Jonathan E. Johnson, III | Mgmt | For | For | For |
| 1f | Elect Director Kirk L. Perry | Mgmt | For | For | For |
| 1g | Elect Director Alex Shumate | Mgmt | For | For | For |
| 1h | Elect Director Mark T. Smucker | Mgmt | For | For | For |
| 1i | Elect Director Jodi L. Taylor | Mgmt | For | For | For |
| 1j | Elect Director Dawn C. Willoughby | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Microchip Technology Incorporated

Meeting Date: 08/22/2023

Country: USA

Ticker: MCHP

Record Date: 06/23/2023

Meeting Type: Annual

Primary Security ID: 595017104

Shares Voted: 4,084

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Matthew W. Chapman | Mgmt | For | For | For |
| 1.2 | Elect Director Karlton D. Johnson | Mgmt | For | For | For |
| 1.3 | Elect Director Wade F. Meyercord | Mgmt | For | For | For |
| 1.4 | Elect Director Ganesh Moorthy | Mgmt | For | For | For |
| 1.5 | Elect Director Robert A. Rango | Mgmt | For | For | For |
| 1.6 | Elect Director Karen M. Rapp | Mgmt | For | For | For |
| 1.7 | Elect Director Steve Sanghi | Mgmt | For | For | For |
| 2 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 3 | Approve Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 6 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Microchip Technology Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 7 | Report on Due Diligence Efforts to Trace End-User Misuse of Company Products | SH | Against | Against | Against |

Deckers Outdoor Corporation

Meeting Date: 09/11/2023 **Country:** USA **Ticker:** DECK
Record Date: 07/13/2023 **Meeting Type:** Annual
Primary Security ID: 243537107

Shares Voted: 199

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael F. Devine, III | Mgmt | For | For | For |
| 1.2 | Elect Director David A. Burwick | Mgmt | For | For | For |
| 1.3 | Elect Director Nelson C. Chan | Mgmt | For | For | For |
| 1.4 | Elect Director Cynthia (Cindy) L. Davis | Mgmt | For | For | For |
| 1.5 | Elect Director Juan R. Figuereo | Mgmt | For | For | For |
| 1.6 | Elect Director Maha S. Ibrahim | Mgmt | For | For | For |
| 1.7 | Elect Director Victor Luis | Mgmt | For | For | For |
| 1.8 | Elect Director Dave Powers | Mgmt | For | For | For |
| 1.9 | Elect Director Lauri M. Shanahan | Mgmt | For | For | For |
| 1.10 | Elect Director Bonita C. Stewart | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Gen Digital Inc.

Meeting Date: 09/12/2023 **Country:** USA **Ticker:** GEN
Record Date: 07/17/2023 **Meeting Type:** Annual
Primary Security ID: 668771108

Shares Voted: 4,047

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Susan P. Barsamian | Mgmt | For | For | For |
| 1b | Elect Director Pavel Baudis | Mgmt | For | For | For |
| 1c | Elect Director Eric K. Brandt | Mgmt | For | For | For |

Gen Digital Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Frank E. Dangeard | Mgmt | For | For | For |
| 1e | Elect Director Nora M. Denzel | Mgmt | For | For | For |
| 1f | Elect Director Peter A. Feld | Mgmt | For | For | For |
| 1g | Elect Director Emily Heath | Mgmt | For | For | For |
| 1h | Elect Director Vincent Pilette | Mgmt | For | For | For |
| 1i | Elect Director Sherrese M. Smith | Mgmt | For | For | For |
| 1j | Elect Director Ondrej Vlcek | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | Against | Against |

NIKE, Inc.

Meeting Date: 09/12/2023

Country: USA

Ticker: NKE

Record Date: 07/12/2023

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 9,345

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Cathleen Benko | Mgmt | For | For | For |
| 1b | Elect Director Alan B. Graf, Jr. | Mgmt | For | For | For |
| 1c | Elect Director John Rogers, Jr. | Mgmt | For | Withhold | Withhold |
| 1d | Elect Director Robert Swan | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Report on Median Gender/Racial Pay Gap | SH | Against | For | For |
| 6 | Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments | SH | Against | Against | Against |

NetApp, Inc.

Meeting Date: 09/13/2023

Country: USA

Ticker: NTAP

Record Date: 07/17/2023

Meeting Type: Annual

Primary Security ID: 64110D104

Shares Voted: 1,652

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director T. Michael Nevens | Mgmt | For | For | For |
| 1b | Elect Director Deepak Ahuja | Mgmt | For | For | For |
| 1c | Elect Director Gerald Held | Mgmt | For | For | For |
| 1d | Elect Director Kathryn M. Hill | Mgmt | For | For | For |
| 1e | Elect Director Deborah L. Kerr | Mgmt | For | For | For |
| 1f | Elect Director George Kurian | Mgmt | For | For | For |
| 1g | Elect Director Carrie Palin | Mgmt | For | For | For |
| 1h | Elect Director Scott F. Schenkel | Mgmt | For | For | For |
| 1i | Elect Director George T. Shaheen | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| 6 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 7 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |

Conagra Brands, Inc.

Meeting Date: 09/14/2023

Country: USA

Ticker: CAG

Record Date: 07/25/2023

Meeting Type: Annual

Primary Security ID: 205887102

Shares Voted: 3,603

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Anil Arora | Mgmt | For | For | For |
| 1b | Elect Director Thomas "Tony" K. Brown | Mgmt | For | For | For |
| 1c | Elect Director Emanuel "Manny" Chirico | Mgmt | For | For | For |
| 1d | Elect Director Sean M. Connolly | Mgmt | For | For | For |
| 1e | Elect Director George Dowdie | Mgmt | For | For | For |

Conagra Brands, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Francisco J. Fraga | Mgmt | For | For | For |
| 1g | Elect Director Fran Horowitz | Mgmt | For | For | For |
| 1h | Elect Director Richard H. Lenny | Mgmt | For | For | For |
| 1i | Elect Director Melissa Lora | Mgmt | For | For | For |
| 1j | Elect Director Ruth Ann Marshall | Mgmt | For | For | For |
| 1k | Elect Director Denise A. Paulonis | Mgmt | For | For | For |
| 2 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 6 | Provide Right to Call a Special Meeting | SH | Against | For | For |

Darden Restaurants, Inc.

Meeting Date: 09/20/2023

Country: USA

Ticker: DRI

Record Date: 07/26/2023

Meeting Type: Annual

Primary Security ID: 237194105

Shares Voted: 945

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Margaret Shan Atkins | Mgmt | For | For | For |
| 1.2 | Elect Director Ricardo (Rick) Cardena | Mgmt | For | For | For |
| 1.3 | Elect Director Juliana L. Chugg | Mgmt | For | For | For |
| 1.4 | Elect Director James P. Fogarty | Mgmt | For | For | For |
| 1.5 | Elect Director Cynthia T. Jamison | Mgmt | For | For | For |
| 1.6 | Elect Director Nana Mensah | Mgmt | For | For | For |
| 1.7 | Elect Director William S. Simon | Mgmt | For | For | For |
| 1.8 | Elect Director Charles M. Sonsteby | Mgmt | For | For | For |
| 1.9 | Elect Director Timothy J. Wilmott | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | SH | Against | For | For |

Darden Restaurants, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6 | Report on Risks Due to Restrictions on Reproductive Rights | SH | Against | Against | Against |

FedEx Corporation

Meeting Date: 09/21/2023

Country: USA

Ticker: FDX

Record Date: 07/27/2023

Meeting Type: Annual

Primary Security ID: 31428X106

Shares Voted: 1,834

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Marvin R. Ellison | Mgmt | For | For | For |
| 1b | Elect Director Stephen E. Gorman | Mgmt | For | For | For |
| 1c | Elect Director Susan Patricia Griffith | Mgmt | For | For | For |
| 1d | Elect Director Amy B. Lane | Mgmt | For | For | For |
| 1e | Elect Director R. Brad Martin | Mgmt | For | For | For |
| 1f | Elect Director Nancy A. Norton | Mgmt | For | For | For |
| 1g | Elect Director Frederick P. Perpall | Mgmt | For | For | For |
| 1h | Elect Director Joshua Cooper Ramo | Mgmt | For | For | For |
| 1i | Elect Director Susan C. Schwab | Mgmt | For | For | For |
| 1j | Elect Director Frederick W. Smith | Mgmt | For | For | For |
| 1k | Elect Director David P. Steiner | Mgmt | For | For | For |
| 1l | Elect Director Rajesh Subramaniam | Mgmt | For | For | For |
| 1m | Elect Director Paul S. Walsh | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Amend Clawback Policy | SH | Against | For | For |
| 6 | Report on Just Transition | SH | Against | For | For |
| 7 | Adopt a Paid Sick Leave Policy | SH | Against | Against | Against |
| 8 | Report on Climate Risk in Retirement Plan Options | SH | Against | Against | Against |

ONEOK, Inc.

Meeting Date: 09/21/2023

Country: USA

Ticker: OKE

Record Date: 07/24/2023

Meeting Type: Special

Primary Security ID: 682680103

ONEOK, Inc.

Shares Voted: 3,350

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Issue Shares in Connection with the Merger | Mgmt | For | For | For |
| 2 | Adjourn Meeting | Mgmt | For | For | For |

Take-Two Interactive Software, Inc.

Meeting Date: 09/21/2023 **Country:** USA **Ticker:** TTWO
Record Date: 07/25/2023 **Meeting Type:** Annual
Primary Security ID: 874054109

Shares Voted: 1,209

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Strauss Zelnick | Mgmt | For | For | For |
| 1b | Elect Director Michael Dornemann | Mgmt | For | For | For |
| 1c | Elect Director J Moses | Mgmt | For | For | For |
| 1d | Elect Director Michael Sheresky | Mgmt | For | For | For |
| 1e | Elect Director LaVerne Srinivasan | Mgmt | For | For | For |
| 1f | Elect Director Susan Tolson | Mgmt | For | For | For |
| 1g | Elect Director Paul Viera | Mgmt | For | For | For |
| 1h | Elect Director Roland Hernandez | Mgmt | For | For | For |
| 1i | Elect Director William "Bing" Gordon | Mgmt | For | For | For |
| 1j | Elect Director Ellen Siminoff | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

General Mills, Inc.

Meeting Date: 09/26/2023 **Country:** USA **Ticker:** GIS
Record Date: 07/28/2023 **Meeting Type:** Annual
Primary Security ID: 370334104

General Mills, Inc.

Shares Voted: 4,572

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director R. Kerry Clark | Mgmt | For | For | For |
| 1b | Elect Director C. Kim Goodwin | Mgmt | For | For | For |
| 1c | Elect Director Jeffrey L. Harmening | Mgmt | For | For | For |
| 1d | Elect Director Maria G. Henry | Mgmt | For | For | For |
| 1e | Elect Director Jo Ann Jenkins | Mgmt | For | For | For |
| 1f | Elect Director Elizabeth C. Lempres | Mgmt | For | For | For |
| 1g | Elect Director Diane L. Neal | Mgmt | For | For | For |
| 1h | Elect Director Steve Odland | Mgmt | For | For | For |
| 1i | Elect Director Maria A. Sastre | Mgmt | For | For | For |
| 1j | Elect Director Eric D. Sprunk | Mgmt | For | For | For |
| 1k | Elect Director Jorge A. Uribe | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold | Mgmt | For | Against | Against |
| 6 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |

Lamb Weston Holdings, Inc.

Meeting Date: 09/28/2023

Country: USA

Ticker: LW

Record Date: 07/31/2023

Meeting Type: Annual

Primary Security ID: 513272104

Shares Voted: 1,076

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peter J. Bensen | Mgmt | For | For | For |
| 1b | Elect Director Charles A. Blixt | Mgmt | For | For | For |
| 1c | Elect Director Robert J. Coviello | Mgmt | For | For | For |
| 1d | Elect Director Rita Fisher | Mgmt | For | For | For |
| 1e | Elect Director Andre J. Hawaux | Mgmt | For | For | For |
| 1f | Elect Director W.G. Jurgensen | Mgmt | For | For | For |
| 1g | Elect Director Thomas P. Maurer | Mgmt | For | For | For |

Lamb Weston Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Hala G. Moddelmog | Mgmt | For | For | For |
| 1i | Elect Director Robert A. Niblock | Mgmt | For | For | For |
| 1j | Elect Director Maria Renna Sharpe | Mgmt | For | For | For |
| 1k | Elect Director Thomas P. Werner | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Bunge Limited

Meeting Date: 10/05/2023 **Country:** Switzerland **Ticker:** BG
Record Date: 08/03/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: H11356104

Shares Voted: 1,118

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Change Country of Incorporation [Bermuda to Switzerland] | Mgmt | For | For | For |
| 2 | Approve Acquisition of Viterra Limited | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

RPM International Inc.

Meeting Date: 10/05/2023 **Country:** USA **Ticker:** RPM
Record Date: 08/11/2023 **Meeting Type:** Annual
Primary Security ID: 749685103

Shares Voted: 979

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert A. Livingston | Mgmt | For | For | For |
| 1.2 | Elect Director Frederick R. Nance | Mgmt | For | For | For |
| 1.3 | Elect Director William B. Summers, Jr. | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Apollo Global Management, Inc.

Meeting Date: 10/06/2023

Country: USA

Ticker: APO

Record Date: 08/11/2023

Meeting Type: Annual

Primary Security ID: 03769M106

Shares Voted: 3,371

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Marc Beilinson | Mgmt | For | For | For |
| 1.2 | Elect Director James Belardi | Mgmt | For | For | For |
| 1.3 | Elect Director Jessica Bibliowicz | Mgmt | For | For | For |
| 1.4 | Elect Director Walter (Jay) Clayton | Mgmt | For | For | For |
| 1.5 | Elect Director Michael Ducey | Mgmt | For | For | For |
| 1.6 | Elect Director Kerry Murphy Healey | Mgmt | For | For | For |
| 1.7 | Elect Director Mitra Hormozi | Mgmt | For | For | For |
| 1.8 | Elect Director Pamela Joyner | Mgmt | For | For | For |
| 1.9 | Elect Director Scott Kleinman | Mgmt | For | For | For |
| 1.10 | Elect Director A.B. Krongard | Mgmt | For | For | For |
| 1.11 | Elect Director Pauline Richards | Mgmt | For | For | For |
| 1.12 | Elect Director Marc Rowan | Mgmt | For | For | For |
| 1.13 | Elect Director David Simon | Mgmt | For | For | For |
| 1.14 | Elect Director Lynn Swann | Mgmt | For | For | For |
| 1.15 | Elect Director Patrick Toomey | Mgmt | For | For | For |
| 1.16 | Elect Director James Zelter | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

The Procter & Gamble Company

Meeting Date: 10/10/2023

Country: USA

Ticker: PG

Record Date: 08/11/2023

Meeting Type: Annual

Primary Security ID: 742718109

Shares Voted: 19,282

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director B. Marc Allen | Mgmt | For | For | For |
| 1b | Elect Director Brett Biggs | Mgmt | For | For | For |
| 1c | Elect Director Sheila Bonini | Mgmt | For | For | For |
| 1d | Elect Director Angela F. Braly | Mgmt | For | For | For |

The Procter & Gamble Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Amy L. Chang | Mgmt | For | For | For |
| 1f | Elect Director Joseph Jimenez | Mgmt | For | For | For |
| 1g | Elect Director Christopher Kempczinski | Mgmt | For | For | For |
| 1h | Elect Director Debra L. Lee | Mgmt | For | For | For |
| 1i | Elect Director Terry J. Lundgren | Mgmt | For | For | For |
| 1j | Elect Director Christine M. McCarthy | Mgmt | For | For | For |
| 1k | Elect Director Jon R. Moeller | Mgmt | For | For | For |
| 1l | Elect Director Robert J. Portman | Mgmt | For | For | For |
| 1m | Elect Director Rajesh Subramaniam | Mgmt | For | For | For |
| 1n | Elect Director Patricia A. Woertz | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Report on Third-Party Civil Rights Audit of Reverse Discrimination | SH | Against | Against | Against |
| 6 | Report on Risks Related to Operations in China | SH | Against | Against | Against |
| 7 | Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders | SH | Against | For | For |

Newmont Corporation

Meeting Date: 10/11/2023 **Country:** USA **Ticker:** NEM
Record Date: 09/01/2023 **Meeting Type:** Special
Primary Security ID: 651639106

Shares Voted: 6,452

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Issue Shares in Connection with Transaction | Mgmt | For | For | For |
| 2 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 3 | Adjourn Meeting | Mgmt | For | For | For |

Paychex, Inc.

Meeting Date: 10/12/2023 **Country:** USA **Ticker:** PAYX
Record Date: 08/14/2023 **Meeting Type:** Annual
Primary Security ID: 704326107

Shares Voted: 2,668

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Martin Mucci | Mgmt | For | For | For |
| 1b | Elect Director Thomas F. Bonadio | Mgmt | For | For | For |
| 1c | Elect Director Joseph G. Doody | Mgmt | For | For | For |
| 1d | Elect Director David J.S. Flaschen | Mgmt | For | For | For |
| 1e | Elect Director John B. Gibson | Mgmt | For | For | For |
| 1f | Elect Director B. Thomas Golisano | Mgmt | For | For | For |
| 1g | Elect Director Pamela A. Joseph | Mgmt | For | For | For |
| 1h | Elect Director Theresa M. Payton | Mgmt | For | For | For |
| 1i | Elect Director Kevin A. Price | Mgmt | For | For | For |
| 1j | Elect Director Joseph M. Tucci | Mgmt | For | For | For |
| 1k | Elect Director Joseph M. Velli | Mgmt | For | For | For |
| 1l | Elect Director Kara Wilson | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Medtronic plc

Meeting Date: 10/19/2023

Country: Ireland

Ticker: MDT

Record Date: 08/25/2023

Meeting Type: Annual

Primary Security ID: G5960L103

Shares Voted: 10,785

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Craig Arnold | Mgmt | For | For | For |
| 1b | Elect Director Scott C. Donnelly | Mgmt | For | For | For |
| 1c | Elect Director Lidia L. Fonseca | Mgmt | For | For | For |
| 1d | Elect Director Andrea J. Goldsmith | Mgmt | For | For | For |
| 1e | Elect Director Randall J. Hogan, III | Mgmt | For | For | For |
| 1f | Elect Director Gregory P. Lewis | Mgmt | For | For | For |
| 1g | Elect Director Kevin E. Lofton | Mgmt | For | For | For |
| 1h | Elect Director Geoffrey S. Martha | Mgmt | For | For | For |
| 1i | Elect Director Elizabeth G. Nabel | Mgmt | For | For | For |

Medtronic plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director Denise M. O'Leary | Mgmt | For | For | For |
| 1k | Elect Director Kendall J. Powell | Mgmt | For | For | For |
| 2 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 6 | Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law | Mgmt | For | For | For |
| 7 | Authorize Overseas Market Purchases of Ordinary Shares | Mgmt | For | For | For |

Cintas Corporation

Meeting Date: 10/24/2023 **Country:** USA **Ticker:** CTAS
Record Date: 08/28/2023 **Meeting Type:** Annual
Primary Security ID: 172908105

Shares Voted: 705

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gerald S. Adolph | Mgmt | For | For | For |
| 1b | Elect Director John F. Barrett | Mgmt | For | For | For |
| 1c | Elect Director Melanie W. Barstad | Mgmt | For | For | For |
| 1d | Elect Director Karen L. Carnahan | Mgmt | For | For | For |
| 1e | Elect Director Robert E. Coletti | Mgmt | For | For | For |
| 1f | Elect Director Scott D. Farmer | Mgmt | For | For | For |
| 1g | Elect Director Martin Mucci | Mgmt | For | For | For |
| 1h | Elect Director Joseph Scaminace | Mgmt | For | For | For |
| 1i | Elect Director Todd M. Schneider | Mgmt | For | For | For |
| 1j | Elect Director Ronald W. Tysoe | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | SH | Against | For | For |

Cintas Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6 | Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal | SH | Against | For | For |

Parker-Hannifin Corporation

Meeting Date: 10/25/2023 **Country:** USA **Ticker:** PH
Record Date: 09/01/2023 **Meeting Type:** Annual
Primary Security ID: 701094104

Shares Voted: 1,049

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Lee C. Banks | Mgmt | For | For | For |
| 1b | Elect Director Jillian C. Evanko | Mgmt | For | For | For |
| 1c | Elect Director Denise Russell Fleming | Mgmt | For | For | For |
| 1d | Elect Director Lance M. Fritz | Mgmt | For | For | For |
| 1e | Elect Director Linda A. Harty | Mgmt | For | For | For |
| 1f | Elect Director Kevin A. Lobo | Mgmt | For | For | For |
| 1g | Elect Director Jennifer A. Parmentier | Mgmt | For | For | For |
| 1h | Elect Director Joseph Scaminace | Mgmt | For | For | For |
| 1i | Elect Director Ake Svensson | Mgmt | For | For | For |
| 1j | Elect Director Laura K. Thompson | Mgmt | For | For | For |
| 1k | Elect Director James R. Verrier | Mgmt | For | For | For |
| 1l | Elect Director James L. Wainscott | Mgmt | For | For | For |
| 1m | Elect Director Thomas L. Williams | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 6 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Bio-Techne Corporation

Meeting Date: 10/26/2023 **Country:** USA **Ticker:** TECH
Record Date: 09/01/2023 **Meeting Type:** Annual
Primary Security ID: 09073M104

Bio-Techne Corporation

Shares Voted: 1,205

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Fix Number of Directors at Nine | Mgmt | For | For | For |
| 2a | Elect Director Robert V. Baumgartner | Mgmt | For | For | For |
| 2b | Elect Director Julie L. Bushman | Mgmt | For | For | For |
| 2c | Elect Director John L. Higgins | Mgmt | For | For | For |
| 2d | Elect Director Joseph D. Keegan | Mgmt | For | For | For |
| 2e | Elect Director Charles R. Kummeth | Mgmt | For | For | For |
| 2f | Elect Director Roeland Nusse | Mgmt | For | For | For |
| 2g | Elect Director Alpna Seth | Mgmt | For | For | For |
| 2h | Elect Director Randolph Steer | Mgmt | For | For | For |
| 2i | Elect Director Rupert Vessey | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Ratify KPMG, LLP as Auditors | Mgmt | For | For | For |

KLA Corporation

Meeting Date: 11/01/2023

Country: USA

Ticker: KLAC

Record Date: 09/08/2023

Meeting Type: Annual

Primary Security ID: 482480100

Shares Voted: 1,153

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert Calderoni | Mgmt | For | For | For |
| 1.2 | Elect Director Jeneanne Hanley | Mgmt | For | For | For |
| 1.3 | Elect Director Emiko Higashi | Mgmt | For | For | For |
| 1.4 | Elect Director Kevin Kennedy | Mgmt | For | For | For |
| 1.5 | Elect Director Michael McMullen | Mgmt | For | For | For |
| 1.6 | Elect Director Gary Moore | Mgmt | For | For | For |
| 1.7 | Elect Director Marie Myers | Mgmt | For | For | For |
| 1.8 | Elect Director Victor Peng | Mgmt | For | For | For |
| 1.9 | Elect Director Robert Rango | Mgmt | For | For | For |
| 1.10 | Elect Director Richard Wallace | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

KLA Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Lam Research Corporation

Meeting Date: 11/07/2023 **Country:** USA **Ticker:** LRCX
Record Date: 09/08/2023 **Meeting Type:** Annual
Primary Security ID: 512807108

Shares Voted: 1,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sohail U. Ahmed | Mgmt | For | For | For |
| 1b | Elect Director Timothy M. Archer | Mgmt | For | For | For |
| 1c | Elect Director Eric K. Brandt | Mgmt | For | For | For |
| 1d | Elect Director Michael R. Cannon | Mgmt | For | For | For |
| 1e | Elect Director John M. Dineen | Mgmt | For | For | For |
| 1f | Elect Director Ho Kyu Kang | Mgmt | For | For | For |
| 1g | Elect Director Bethany J. Mayer | Mgmt | For | For | For |
| 1h | Elect Director Jyoti K. Mehra | Mgmt | For | For | For |
| 1i | Elect Director Abhijit Y. Talwalkar | Mgmt | For | For | For |
| 1j | Elect Director Lih Shyng (Rick L.) Tsai | Mgmt | For | For | For |
| 1k | Elect Director Leslie F. Varon | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Automatic Data Processing, Inc.

Meeting Date: 11/08/2023 **Country:** USA **Ticker:** ADP
Record Date: 09/11/2023 **Meeting Type:** Annual
Primary Security ID: 053015103

Automatic Data Processing, Inc.

Shares Voted: 3,367

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peter Bisson | Mgmt | For | For | For |
| 1b | Elect Director Maria Black | Mgmt | For | For | For |
| 1c | Elect Director David V. Goeckeler | Mgmt | For | For | For |
| 1d | Elect Director Linnie M. Haynesworth | Mgmt | For | For | For |
| 1e | Elect Director John P. Jones | Mgmt | For | For | For |
| 1f | Elect Director Francine S. Katsoudas | Mgmt | For | For | For |
| 1g | Elect Director Nazzic S. Keene | Mgmt | For | For | For |
| 1h | Elect Director Thomas J. Lynch | Mgmt | For | For | For |
| 1i | Elect Director Scott F. Powers | Mgmt | For | For | For |
| 1j | Elect Director William J. Ready | Mgmt | For | For | For |
| 1k | Elect Director Carlos A. Rodriguez | Mgmt | For | For | For |
| 1l | Elect Director Sandra S. Wijnberg | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Broadridge Financial Solutions, Inc.

Meeting Date: 11/09/2023

Country: USA

Ticker: BR

Record Date: 09/14/2023

Meeting Type: Annual

Primary Security ID: 11133T103

Shares Voted: 964

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Leslie A. Brun | Mgmt | For | For | For |
| 1b | Elect Director Pamela L. Carter | Mgmt | For | For | For |
| 1c | Elect Director Richard J. Daly | Mgmt | For | For | For |
| 1d | Elect Director Robert N. Duels | Mgmt | For | For | For |
| 1e | Elect Director Melvin L. Flowers | Mgmt | For | For | For |
| 1f | Elect Director Timothy C. Gokey | Mgmt | For | For | For |
| 1g | Elect Director Brett A. Keller | Mgmt | For | For | For |
| 1h | Elect Director Maura A. Markus | Mgmt | For | For | For |
| 1i | Elect Director Eileen K. Murray | Mgmt | For | For | For |

Broadridge Financial Solutions, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director Annette L. Nazareth | Mgmt | For | For | For |
| 1k | Elect Director Amit K. Zavery | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Texas Pacific Land Corp.

Meeting Date: 11/10/2023 **Country:** USA **Ticker:** TPL
Record Date: 09/14/2023 **Meeting Type:** Annual
Primary Security ID: 88262P102

Shares Voted: 64

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robert Roosa | Mgmt | For | For | For |
| 1b | Elect Director Murray Stahl | Mgmt | For | For | For |
| 1c | Elect Director Marguerite Woung-Chapman | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Call a Special Meeting | SH | Against | For | For |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |
| 6 | Adopt Share Retention Policy For Senior Executives | SH | Against | For | For |
| 7 | Provide Right to Act by Written Consent | SH | Against | For | For |
| 8 | Request that the New York Stock Exchange not Categorize any Increase in the Authorized Number of Shares as Routine | SH | Against | Against | Against |
| 9 | Restrict Severance Agreements (Change-in-Control) | SH | Against | Against | Against |

Jack Henry & Associates, Inc.

Meeting Date: 11/14/2023 **Country:** USA **Ticker:** JKHY
Record Date: 09/18/2023 **Meeting Type:** Annual
Primary Security ID: 426281101

Jack Henry & Associates, Inc.

Shares Voted: 557

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David B. Foss | Mgmt | For | For | For |
| 1.2 | Elect Director Matthew C. Flanigan | Mgmt | For | For | For |
| 1.3 | Elect Director Thomas H. Wilson, Jr. | Mgmt | For | For | For |
| 1.4 | Elect Director Jacque R. Fiegel | Mgmt | For | For | For |
| 1.5 | Elect Director Thomas A. Wimsett | Mgmt | For | For | For |
| 1.6 | Elect Director Laura G. Kelly | Mgmt | For | For | For |
| 1.7 | Elect Director Shruti S. Miyashiro | Mgmt | For | For | For |
| 1.8 | Elect Director Wesley A. Brown | Mgmt | For | For | For |
| 1.9 | Elect Director Curtis A. Campbell | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Cardinal Health, Inc.

Meeting Date: 11/15/2023

Country: USA

Ticker: CAH

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 14149Y108

Shares Voted: 2,092

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Steven K. Barg | Mgmt | For | For | For |
| 1b | Elect Director Michelle M. Brennan | Mgmt | For | For | For |
| 1c | Elect Director Sujatha Chandrasekaran | Mgmt | For | For | For |
| 1d | Elect Director Sheri H. Edison | Mgmt | For | For | For |
| 1e | Elect Director David C. Evans | Mgmt | For | For | For |
| 1f | Elect Director Patricia A. Hemingway Hall | Mgmt | For | For | For |
| 1g | Elect Director Jason M. Hollar | Mgmt | For | For | For |
| 1h | Elect Director Akhil Johri | Mgmt | For | For | For |
| 1i | Elect Director Gregory B. Kenny | Mgmt | For | For | For |
| 1j | Elect Director Nancy Killefer | Mgmt | For | For | For |
| 1k | Elect Director Christine A. Mundkur | Mgmt | For | For | For |

Cardinal Health, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Adopt Share Retention Policy For Senior Executives | SH | Against | For | For |
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | Against | Against |

Oracle Corporation

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** ORCL
Record Date: 09/18/2023 **Meeting Type:** Annual
Primary Security ID: 68389X105

Shares Voted: 12,661

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Awo Ablu | Mgmt | For | Withhold | Withhold |
| 1.2 | Elect Director Jeffrey S. Berg | Mgmt | For | Withhold | Withhold |
| 1.3 | Elect Director Michael J. Boskin | Mgmt | For | Withhold | Withhold |
| 1.4 | Elect Director Safra A. Catz | Mgmt | For | Withhold | Withhold |
| 1.5 | Elect Director Bruce R. Chizen | Mgmt | For | Withhold | Withhold |
| 1.6 | Elect Director George H. Conrades | Mgmt | For | Withhold | Withhold |
| 1.7 | Elect Director Lawrence J. Ellison | Mgmt | For | Withhold | Withhold |
| 1.8 | Elect Director Rona A. Fairhead | Mgmt | For | Withhold | Withhold |
| 1.9 | Elect Director Jeffrey O. Henley | Mgmt | For | Withhold | Withhold |
| 1.10 | Elect Director Renee J. James | Mgmt | For | Withhold | Withhold |
| 1.11 | Elect Director Charles W. Moorman | Mgmt | For | Withhold | Withhold |
| 1.12 | Elect Director Leon E. Panetta | Mgmt | For | Withhold | Withhold |
| 1.13 | Elect Director William G. Parrett | Mgmt | For | Withhold | Withhold |
| 1.14 | Elect Director Naomi O. Seligman | Mgmt | For | Withhold | Withhold |
| 1.15 | Elect Director Vishal Sikka | Mgmt | For | Withhold | Withhold |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Oracle Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6 | Report on Median and Adjusted Gender/Racial Pay Gaps | SH | Against | For | For |
| 7 | Require Independent Board Chair | SH | Against | For | For |

The Clorox Company

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** CLX
Record Date: 09/22/2023 **Meeting Type:** Annual
Primary Security ID: 189054109

Shares Voted: 963

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Amy L. Banse | Mgmt | For | For | For |
| 1.2 | Elect Director Julia Denman | Mgmt | For | For | For |
| 1.3 | Elect Director Spencer C. Fleischer | Mgmt | For | For | For |
| 1.4 | Elect Director Esther Lee | Mgmt | For | For | For |
| 1.5 | Elect Director A.D. David Mackay | Mgmt | For | For | For |
| 1.6 | Elect Director Paul Parker | Mgmt | For | For | For |
| 1.7 | Elect Director Stephanie Plaines | Mgmt | For | For | For |
| 1.8 | Elect Director Linda Rendle | Mgmt | For | For | For |
| 1.9 | Elect Director Matthew J. Shattock | Mgmt | For | For | For |
| 1.10 | Elect Director Kathryn Tesija | Mgmt | For | For | For |
| 1.11 | Elect Director Russell J. Weiner | Mgmt | For | For | For |
| 1.12 | Elect Director Christopher J. Williams | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Western Digital Corporation

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** WDC
Record Date: 09/18/2023 **Meeting Type:** Annual
Primary Security ID: 958102105

Shares Voted: 2,376

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kimberly E. Alexy | Mgmt | For | For | For |

Western Digital Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Thomas Caulfield | Mgmt | For | For | For |
| 1c | Elect Director Martin I. Cole | Mgmt | For | For | For |
| 1d | Elect Director Tunc Doluca | Mgmt | For | For | For |
| 1e | Elect Director David V. Goeckeler | Mgmt | For | For | For |
| 1f | Elect Director Matthew E. Massengill | Mgmt | For | For | For |
| 1g | Elect Director Reed B. Rayman | Mgmt | For | For | For |
| 1h | Elect Director Stephanie A. Streeter | Mgmt | For | For | For |
| 1i | Elect Director Miyuki Suzuki | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

ResMed Inc.

Meeting Date: 11/16/2023

Country: USA

Ticker: RMD

Record Date: 09/20/2023

Meeting Type: Annual

Primary Security ID: 761152107

Shares Voted: 1,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Carol Burt | Mgmt | For | For | For |
| 1b | Elect Director Jan De Witte | Mgmt | For | For | For |
| 1c | Elect Director Karen Drexler | Mgmt | For | For | For |
| 1d | Elect Director Michael "Mick" Farrell | Mgmt | For | For | For |
| 1e | Elect Director Peter Farrell | Mgmt | For | For | For |
| 1f | Elect Director Harjit Gill | Mgmt | For | For | For |
| 1g | Elect Director John Hernandez | Mgmt | For | For | For |
| 1h | Elect Director Richard "Rich" Sulpizio | Mgmt | For | For | For |
| 1i | Elect Director Desney Tan | Mgmt | For | For | For |
| 1j | Elect Director Ronald "Ron" Taylor | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Sysco Corporation

Meeting Date: 11/17/2023

Country: USA

Ticker: SYF

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 871829107

Shares Voted: 4,119

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Daniel J. Brutto | Mgmt | For | For | For |
| 1b | Elect Director Francesca DeBiase | Mgmt | For | For | For |
| 1c | Elect Director Ali Dibadj | Mgmt | For | For | For |
| 1d | Elect Director Larry C. Glasscock | Mgmt | For | For | For |
| 1e | Elect Director Jill M. Golder | Mgmt | For | For | For |
| 1f | Elect Director Bradley M. Halverson | Mgmt | For | For | For |
| 1g | Elect Director John M. Hinshaw | Mgmt | For | For | For |
| 1h | Elect Director Kevin P. Hourican | Mgmt | For | For | For |
| 1i | Elect Director Alison Kenney Paul | Mgmt | For | For | For |
| 1j | Elect Director Edward D. Shirley | Mgmt | For | For | For |
| 1k | Elect Director Sheila G. Talton | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain | SH | Against | For | For |

The Estee Lauder Companies Inc.

Meeting Date: 11/17/2023

Country: USA

Ticker: EL

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 518439104

Shares Voted: 1,758

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Charlene Barshefsky | Mgmt | For | Withhold | Withhold |
| 1b | Elect Director Angela Wei Dong | Mgmt | For | Withhold | Withhold |
| 1c | Elect Director Fabrizio Freda | Mgmt | For | Withhold | Withhold |
| 1d | Elect Director Gary M. Lauder | Mgmt | For | Withhold | Withhold |
| 1e | Elect Director Jane Lauder | Mgmt | For | Withhold | Withhold |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

The Estee Lauder Companies Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Atlassian Corporation

Meeting Date: 12/06/2023 **Country:** USA **Ticker:** TEAM
Record Date: 10/09/2023 **Meeting Type:** Annual
Primary Security ID: 049468101

Shares Voted: 1,273

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Shona L. Brown | Mgmt | For | For | For |
| 1b | Elect Director Michael Cannon-Brookes | Mgmt | For | Against | Against |
| 1c | Elect Director Scott Farquhar | Mgmt | For | Against | Against |
| 1d | Elect Director Heather M. Fernandez | Mgmt | For | Against | Against |
| 1e | Elect Director Sasan Goodarzi | Mgmt | For | For | For |
| 1f | Elect Director Jay Parikh | Mgmt | For | For | For |
| 1g | Elect Director Enrique Salem | Mgmt | For | Against | Against |
| 1h | Elect Director Steven Sordello | Mgmt | For | For | For |
| 1i | Elect Director Richard P. Wong | Mgmt | For | Against | Against |
| 1j | Elect Director Michelle Zatlyn | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Cisco Systems, Inc.

Meeting Date: 12/06/2023 **Country:** USA **Ticker:** CSCO
Record Date: 10/09/2023 **Meeting Type:** Annual
Primary Security ID: 17275R102

Shares Voted: 34,246

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Wesley G. Bush | Mgmt | For | For | For |
| 1b | Elect Director Michael D. Capellas | Mgmt | For | For | For |

Cisco Systems, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Mark Garrett | Mgmt | For | For | For |
| 1d | Elect Director John D. Harris, II | Mgmt | For | For | For |
| 1e | Elect Director Kristina M. Johnson | Mgmt | For | For | For |
| 1f | Elect Director Sarah Rae Murphy | Mgmt | For | For | For |
| 1g | Elect Director Charles H. Robbins | Mgmt | For | For | For |
| 1h | Elect Director Daniel H. Schulman | Mgmt | For | For | For |
| 1i | Elect Director Marianna Tessel | Mgmt | For | For | For |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 6 | Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard | SH | Against | Against | Against |

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 61,297

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1.01 | Elect Director Reid G. Hoffman | Mgmt | For | For | For |
| 1.02 | Elect Director Hugh F. Johnston | Mgmt | For | For | For |
| 1.03 | Elect Director Teri L. List | Mgmt | For | For | For |
| 1.04 | Elect Director Catherine MacGregor | Mgmt | For | For | For |
| 1.05 | Elect Director Mark A. L. Mason | Mgmt | For | For | For |
| 1.06 | Elect Director Satya Nadella | Mgmt | For | For | For |
| 1.07 | Elect Director Sandra E. Peterson | Mgmt | For | For | For |
| 1.08 | Elect Director Penny S. Pritzker | Mgmt | For | For | For |
| 1.09 | Elect Director Carlos A. Rodriguez | Mgmt | For | For | For |
| 1.10 | Elect Director Charles W. Scharf | Mgmt | For | For | For |
| 1.11 | Elect Director John W. Stanton | Mgmt | For | For | For |
| 1.12 | Elect Director Emma N. Walmsley | Mgmt | For | For | For |

Microsoft Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Deloitte and & Touche as Auditors | Mgmt | For | For | For |
| 5 | Report on Gender-Based Compensation and Benefits Inequities | SH | Against | Against | Against |
| 6 | Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy | SH | Against | Against | Against |
| 7 | Report on Government Take Down Requests | SH | Against | Against | Against |
| 8 | Report on Risks of Weapons Development | SH | Against | Against | Against |
| 9 | Report on Climate Risk in Retirement Plan Options | SH | Against | Against | Against |
| 10 | Publish a Tax Transparency Report | SH | Against | Against | Against |
| 11 | Report on Risks of Operating in Countries with Significant Human Rights Concerns | SH | Against | For | For |
| 12 | Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures | SH | Against | Against | Against |
| 13 | Report on Risks Related to AI Generated Misinformation and Disinformation | SH | Against | Against | Against |

Copart, Inc.

Meeting Date: 12/08/2023 **Country:** USA **Ticker:** CPRT
Record Date: 10/13/2023 **Meeting Type:** Annual
Primary Security ID: 217204106

Shares Voted: 7,062

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Willis J. Johnson | Mgmt | For | For | For |
| 1.2 | Elect Director A. Jayson Adair | Mgmt | For | For | For |
| 1.3 | Elect Director Matt Blunt | Mgmt | For | For | For |
| 1.4 | Elect Director Steven D. Cohan | Mgmt | For | For | For |
| 1.5 | Elect Director Daniel J. Englander | Mgmt | For | For | For |
| 1.6 | Elect Director James E. Meeks | Mgmt | For | For | For |
| 1.7 | Elect Director Thomas N. Tryforos | Mgmt | For | For | For |
| 1.8 | Elect Director Diane M. Morefield | Mgmt | For | For | For |

Copart, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.9 | Elect Director Stephen Fisher | Mgmt | For | For | For |
| 1.10 | Elect Director Cherylyn Harley LeBon | Mgmt | For | For | For |
| 1.11 | Elect Director Carl D. Sparks | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Palo Alto Networks, Inc.

Meeting Date: 12/12/2023 **Country:** USA **Ticker:** PANW
Record Date: 10/16/2023 **Meeting Type:** Annual
Primary Security ID: 697435105

Shares Voted: 2,554

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Nikesh Arora | Mgmt | For | For | For |
| 1b | Elect Director Aparna Bawa | Mgmt | For | For | For |
| 1c | Elect Director Carl Eschenbach | Mgmt | For | For | For |
| 1d | Elect Director Lorraine Twohill | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |

FactSet Research Systems Inc.

Meeting Date: 12/14/2023 **Country:** USA **Ticker:** FDS
Record Date: 10/20/2023 **Meeting Type:** Annual
Primary Security ID: 303075105

Shares Voted: 318

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robin A. Abrams | Mgmt | For | For | For |
| 1b | Elect Director Malcolm Frank | Mgmt | For | For | For |
| 1c | Elect Director Laurie Siegel | Mgmt | For | For | For |
| 1d | Elect Director Elisha Wiesel | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

FactSet Research Systems Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Viatrix Inc.

Meeting Date: 12/15/2023 **Country:** USA **Ticker:** VTRS
Record Date: 10/19/2023 **Meeting Type:** Annual
Primary Security ID: 92556V106

Shares Voted: 9,776

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1A | Elect Director W. Don Cornwell | Mgmt | For | For | For |
| 1B | Elect Director JoEllen Lyons Dillon | Mgmt | For | For | For |
| 1C | Elect Director Elisha W. Finney | Mgmt | For | For | For |
| 1D | Elect Director Leo Groothuis | Mgmt | For | For | For |
| 1E | Elect Director Melina Higgins | Mgmt | For | For | For |
| 1F | Elect Director James M. Kilts | Mgmt | For | For | For |
| 1G | Elect Director Harry A. Korman | Mgmt | For | For | For |
| 1H | Elect Director Rajiv Malik | Mgmt | For | For | For |
| 1I | Elect Director Richard A. Mark | Mgmt | For | For | For |
| 1J | Elect Director Mark W. Parrish | Mgmt | For | For | For |
| 1K | Elect Director Scott A. Smith | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Add Federal Forum Selection Provision | Mgmt | For | For | For |
| 5 | Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation | Mgmt | For | For | For |

AutoZone, Inc.

Meeting Date: 12/20/2023 **Country:** USA **Ticker:** AZO
Record Date: 10/23/2023 **Meeting Type:** Annual
Primary Security ID: 053332102

AutoZone, Inc.

Shares Voted: 148

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael A. George | Mgmt | For | For | For |
| 1.2 | Elect Director Linda A. Goodspeed | Mgmt | For | For | For |
| 1.3 | Elect Director Earl G. Graves, Jr. | Mgmt | For | For | For |
| 1.4 | Elect Director Enderson Guimaraes | Mgmt | For | For | For |
| 1.5 | Elect Director Brian P. Hannasch | Mgmt | For | For | For |
| 1.6 | Elect Director D. Bryan Jordan | Mgmt | For | For | For |
| 1.7 | Elect Director Gale V. King | Mgmt | For | For | For |
| 1.8 | Elect Director George R. Mrkonic, Jr. | Mgmt | For | For | For |
| 1.9 | Elect Director William C. Rhodes, III | Mgmt | For | For | For |
| 1.10 | Elect Director Jill A. Soltau | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Zscaler, Inc.

Meeting Date: 01/05/2024

Country: USA

Ticker: ZS

Record Date: 11/13/2023

Meeting Type: Annual

Primary Security ID: 98980G102

Shares Voted: 761

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Elect Director Jagtar (Jay) Chaudhry | Mgmt | For | Withhold | Withhold |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

D.R. Horton, Inc.

Meeting Date: 01/17/2024

Country: USA

Ticker: DHI

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: 23331A109

D.R. Horton, Inc.

Shares Voted: 2,679

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Donald R. Horton | Mgmt | For | For | For |
| 1b | Elect Director Barbara K. Allen | Mgmt | For | For | For |
| 1c | Elect Director Brad S. Anderson | Mgmt | For | For | For |
| 1d | Elect Director David V. Auld | Mgmt | For | For | For |
| 1e | Elect Director Michael R. Buchanan | Mgmt | For | For | For |
| 1f | Elect Director Benjamin S. Carson, Sr. | Mgmt | For | For | For |
| 1g | Elect Director Maribess L. Miller | Mgmt | For | For | For |
| 1h | Elect Director Paul J. Romanowski | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Costco Wholesale Corporation

Meeting Date: 01/18/2024

Country: USA

Ticker: COST

Record Date: 11/10/2023

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 3,832

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Susan L. Decker | Mgmt | For | For | For |
| 1b | Elect Director Kenneth D. Denman | Mgmt | For | For | For |
| 1c | Elect Director Helena B. Foulkes | Mgmt | For | For | For |
| 1d | Elect Director Richard A. Galanti | Mgmt | For | For | For |
| 1e | Elect Director Hamilton E. James | Mgmt | For | For | For |
| 1f | Elect Director W. Craig Jelinek | Mgmt | For | For | For |
| 1g | Elect Director Sally Jewell | Mgmt | For | For | For |
| 1h | Elect Director Jeffrey S. Raikes | Mgmt | For | For | For |
| 1i | Elect Director John W. Stanton | Mgmt | For | For | For |
| 1j | Elect Director Ron M. Vachris | Mgmt | For | For | For |
| 1k | Elect Director Mary Agnes (Maggie) Wilderotter | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Costco Wholesale Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Issue Audited Report on Fiduciary Relevance of Decarbonization Goal | SH | Against | Against | Against |

Intuit Inc.

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** INTU
Record Date: 11/20/2023 **Meeting Type:** Annual
Primary Security ID: 461202103

Shares Voted: 2,341

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Eve Burton | Mgmt | For | For | For |
| 1b | Elect Director Scott D. Cook | Mgmt | For | For | For |
| 1c | Elect Director Richard L. Dalzell | Mgmt | For | For | For |
| 1d | Elect Director Sasan K. Goodarzi | Mgmt | For | For | For |
| 1e | Elect Director Deborah Liu | Mgmt | For | For | For |
| 1f | Elect Director Tekedra Mawakana | Mgmt | For | For | For |
| 1g | Elect Director Suzanne Nora Johnson | Mgmt | For | For | For |
| 1h | Elect Director Ryan Roslansky | Mgmt | For | For | For |
| 1i | Elect Director Thomas Szkutak | Mgmt | For | For | For |
| 1j | Elect Director Raul Vazquez | Mgmt | For | For | For |
| 1k | Elect Director Eric S. Yuan | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Report on Climate Risk in Retirement Plan Options | SH | Against | Against | Against |

Micron Technology, Inc.

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** MU
Record Date: 11/20/2023 **Meeting Type:** Annual
Primary Security ID: 595112103

Micron Technology, Inc.

Shares Voted: 9,411

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Richard M. Beyer | Mgmt | For | For | For |
| 1b | Elect Director Lynn A. Dugle | Mgmt | For | For | For |
| 1c | Elect Director Steven J. Gomo | Mgmt | For | For | For |
| 1d | Elect Director Linnie M. Haynesworth | Mgmt | For | For | For |
| 1e | Elect Director Mary Pat McCarthy | Mgmt | For | For | For |
| 1f | Elect Director Sanjay Mehrotra | Mgmt | For | For | For |
| 1g | Elect Director Robert E. Switz | Mgmt | For | For | For |
| 1h | Elect Director MaryAnn Wright | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | Against | Against |

Becton, Dickinson and Company

Meeting Date: 01/23/2024

Country: USA

Ticker: BDX

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 2,564

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director William M. Brown | Mgmt | For | For | For |
| 1.2 | Elect Director Catherine M. Burzik | Mgmt | For | For | For |
| 1.3 | Elect Director Carrie L. Byington | Mgmt | For | For | For |
| 1.4 | Elect Director R. Andrew Eckert | Mgmt | For | For | For |
| 1.5 | Elect Director Claire M. Fraser | Mgmt | For | For | For |
| 1.6 | Elect Director Jeffrey W. Henderson | Mgmt | For | For | For |
| 1.7 | Elect Director Christopher Jones | Mgmt | For | For | For |
| 1.8 | Elect Director Thomas E. Polen | Mgmt | For | For | For |
| 1.9 | Elect Director Timothy M. Ring | Mgmt | For | For | For |
| 1.10 | Elect Director Bertram L. Scott | Mgmt | For | For | For |
| 1.11 | Elect Director Joanne Waldstreicher | Mgmt | For | For | For |

Becton, Dickinson and Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Visa Inc.

Meeting Date: 01/23/2024 **Country:** USA **Ticker:** V
Record Date: 11/24/2023 **Meeting Type:** Annual
Primary Security ID: 92826C839

Shares Voted: 110

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Lloyd A. Carney | Mgmt | For | For | For |
| 1b | Elect Director Kermit R. Crawford | Mgmt | For | For | For |
| 1c | Elect Director Francisco Javier Fernandez-Carbajal | Mgmt | For | For | For |
| 1d | Elect Director Ramon Laguarta | Mgmt | For | For | For |
| 1e | Elect Director Teri L. List | Mgmt | For | For | For |
| 1f | Elect Director John F. Lundgren | Mgmt | For | For | For |
| 1g | Elect Director Ryan McInerney | Mgmt | For | For | For |
| 1h | Elect Director Denise M. Morrison | Mgmt | For | For | For |
| 1i | Elect Director Pamela Murphy | Mgmt | For | For | For |
| 1j | Elect Director Linda J. Rendle | Mgmt | For | For | For |
| 1k | Elect Director Maynard G. Webb, Jr. | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Class B Exchange Offer Program Certificate Amendments | Mgmt | For | For | For |
| 5 | Adjourn Meeting | Mgmt | For | For | For |
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | Against | Against |

Jacobs Solutions, Inc.

Meeting Date: 01/24/2024 **Country:** USA **Ticker:** J
Record Date: 11/27/2023 **Meeting Type:** Annual
Primary Security ID: 46982L108

Jacobs Solutions, Inc.

Shares Voted: 1,083

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Steven J. Demetriou | Mgmt | For | For | For |
| 1b | Elect Director Christopher M.T. Thompson | Mgmt | For | For | For |
| 1c | Elect Director Priya Abani | Mgmt | For | For | For |
| 1d | Elect Director Vincent K. Brooks | Mgmt | For | For | For |
| 1e | Elect Director Ralph E. (Ed) Eberhart | Mgmt | For | For | For |
| 1f | Elect Director Manny Fernandez | Mgmt | For | For | For |
| 1g | Elect Director Georgette D. Kiser | Mgmt | For | For | For |
| 1h | Elect Director Barbara L. Loughran | Mgmt | For | For | For |
| 1i | Elect Director Robert A. McNamara | Mgmt | For | For | For |
| 1j | Elect Director Louis V. Pinkham | Mgmt | For | For | For |
| 1k | Elect Director Robert V. Pragada | Mgmt | For | For | For |
| 1l | Elect Director Peter J. Robertson | Mgmt | For | For | For |
| 1m | Elect Director Julie A. Sloat | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Charter to Provide for the Exculpation of Officers | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 6 | Adopt Simple Majority Vote | SH | Against | For | For |

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: APD

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: 009158106

Shares Voted: 1,928

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Tonit M. Calaway | Mgmt | For | For | For |
| 1b | Elect Director Charles Cogut | Mgmt | For | For | For |
| 1c | Elect Director Lisa A. Davis | Mgmt | For | For | For |
| 1d | Elect Director Seifollah (Seifi) Ghasemi | Mgmt | For | For | For |
| 1e | Elect Director Jessica Trocchi Graziano | Mgmt | For | For | For |

Air Products and Chemicals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director David H.Y. Ho | Mgmt | For | For | For |
| 1g | Elect Director Edward L. Monser | Mgmt | For | For | For |
| 1h | Elect Director Matthew H. Paull | Mgmt | For | For | For |
| 1i | Elect Director Wayne T. Smith | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Jabil Inc.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** JBL
Record Date: 11/30/2023 **Meeting Type:** Annual
Primary Security ID: 466313103

Shares Voted: 1,090

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Anousheh Ansari | Mgmt | For | For | For |
| 1b | Elect Director Christopher S. Holland | Mgmt | For | For | For |
| 1c | Elect Director Mark T. Mondello | Mgmt | For | For | For |
| 1d | Elect Director John C. Plant | Mgmt | For | For | For |
| 1e | Elect Director Steven A. Raymund | Mgmt | For | For | For |
| 1f | Elect Director James Siminoff | Mgmt | For | For | For |
| 1g | Elect Director David M. Stout | Mgmt | For | For | For |
| 1h | Elect Director N.V. "Tiger" Tyagarajan | Mgmt | For | For | For |
| 1i | Elect Director Kathleen A. Walters | Mgmt | For | For | For |
| 1j | Elect Director Kenneth S. Wilson | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024 **Country:** USA **Ticker:** WBA
Record Date: 11/27/2023 **Meeting Type:** Annual
Primary Security ID: 931427108

Walgreens Boots Alliance, Inc.

Shares Voted: 4,936

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Janice M. Babiak | Mgmt | For | For | For |
| 1b | Elect Director Inderpal S. Bhandari | Mgmt | For | For | For |
| 1c | Elect Director Ginger L. Graham | Mgmt | For | For | For |
| 1d | Elect Director Bryan C. Hanson | Mgmt | For | For | For |
| 1e | Elect Director Robert L. Huffines | Mgmt | For | For | For |
| 1f | Elect Director Valerie B. Jarrett | Mgmt | For | For | For |
| 1g | Elect Director John A. Lederer | Mgmt | For | For | For |
| 1h | Elect Director Stefano Pessina | Mgmt | For | For | For |
| 1i | Elect Director Thomas E. Polen | Mgmt | For | For | For |
| 1j | Elect Director Nancy M. Schlichting | Mgmt | For | For | For |
| 1k | Elect Director Timothy C. Wentworth | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Report on Cigarette Waste | SH | Against | Against | Against |
| 6 | Require Independent Board Chair | SH | Against | For | For |
| 7 | Establish a Company Compensation Policy of Paying a Living Wage | SH | Against | Against | Against |
| 8 | Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy | SH | Against | Against | Against |
| 9 | Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation | SH | Against | Against | Against |

Accenture plc

Meeting Date: 01/31/2024

Country: Ireland

Ticker: ACN

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 5,886

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jaime Ardila | Mgmt | For | For | For |
| 1b | Elect Director Martin Bruder Muller | Mgmt | For | For | For |
| 1c | Elect Director Alan Jope | Mgmt | For | For | For |

Accenture plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Nancy McKinstry | Mgmt | For | For | For |
| 1e | Elect Director Beth E. Mooney | Mgmt | For | For | For |
| 1f | Elect Director Gilles C. Pelisson | Mgmt | For | For | For |
| 1g | Elect Director Paula A. Price | Mgmt | For | For | For |
| 1h | Elect Director Venkata (Murthy) Renduchintala | Mgmt | For | For | For |
| 1i | Elect Director Arun Sarin | Mgmt | For | For | For |
| 1j | Elect Director Julie Sweet | Mgmt | For | For | For |
| 1k | Elect Director Tracey T. Travis | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Amend Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 6 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| 7 | Authorize Board to Opt-Out of Statutory Pre-Emption Rights | Mgmt | For | For | For |
| 8 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |

Emerson Electric Co.

Meeting Date: 02/06/2024

Country: USA

Ticker: EMR

Record Date: 11/28/2023

Meeting Type: Annual

Primary Security ID: 291011104

Shares Voted: 5,003

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mark A. Blinn | Mgmt | For | For | For |
| 1b | Elect Director Leticia Goncalves Lourenco | Mgmt | For | For | For |
| 1c | Elect Director James M. McKelvey | Mgmt | For | For | For |
| 1d | Elect Director James S. Turley | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Declassify the Board of Directors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Emerson Electric Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------|-----------|----------|-------------------|------------------|
| 6 | Adopt Simple Majority Vote | SH | Against | For | For |

Rockwell Automation, Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** ROK
Record Date: 12/11/2023 **Meeting Type:** Annual
Primary Security ID: 773903109

Shares Voted: 998

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| A.1 | Elect Director Alice L. Jolla | Mgmt | For | For | For |
| A.2 | Elect Director Lisa A. Payne | Mgmt | For | For | For |
| B | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| C | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Atmos Energy Corporation

Meeting Date: 02/07/2024 **Country:** USA **Ticker:** ATO
Record Date: 12/12/2023 **Meeting Type:** Annual
Primary Security ID: 049560105

Shares Voted: 1,302

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director J. Kevin Akers | Mgmt | For | For | For |
| 1b | Elect Director John C. Ale | Mgmt | For | For | For |
| 1c | Elect Director Kim R. Cocklin | Mgmt | For | For | For |
| 1d | Elect Director Kelly H. Compton | Mgmt | For | For | For |
| 1e | Elect Director Sean Donohue | Mgmt | For | For | For |
| 1f | Elect Director Rafael G. Garza | Mgmt | For | For | For |
| 1g | Elect Director Richard K. Gordon | Mgmt | For | For | For |
| 1h | Elect Director Nancy K. Quinn | Mgmt | For | For | For |
| 1i | Elect Director Richard A. Sampson | Mgmt | For | For | For |
| 1j | Elect Director Diana J. Walters | Mgmt | For | For | For |
| 1k | Elect Director Frank Yoho | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Pioneer Natural Resources Company

Meeting Date: 02/07/2024

Country: USA

Ticker: PXD

Record Date: 01/05/2024

Meeting Type: Special

Primary Security ID: 723787AB3

Shares Voted: 1,727

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | For | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Against | Against |

Tyson Foods, Inc.

Meeting Date: 02/08/2024

Country: USA

Ticker: TSN

Record Date: 12/11/2023

Meeting Type: Annual

Primary Security ID: 902494103

Shares Voted: 2,457

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John H. Tyson | Mgmt | For | Against | Against |
| 1b | Elect Director Les R. Baledge | Mgmt | For | Against | Against |
| 1c | Elect Director Mike Beebe | Mgmt | For | Against | Against |
| 1d | Elect Director Maria Claudia Borrás | Mgmt | For | For | For |
| 1e | Elect Director David J. Bronczek | Mgmt | For | Against | Against |
| 1f | Elect Director Mikel A. Durham | Mgmt | For | For | For |
| 1g | Elect Director Donnie King | Mgmt | For | For | For |
| 1h | Elect Director Jonathan D. Mariner | Mgmt | For | For | For |
| 1i | Elect Director Kevin M. McNamara | Mgmt | For | For | For |
| 1j | Elect Director Cheryl S. Miller | Mgmt | For | For | For |
| 1k | Elect Director Kate B. Quinn | Mgmt | For | For | For |
| 1l | Elect Director Jeffrey K. Schomburger | Mgmt | For | For | For |
| 1m | Elect Director Barbara A. Tyson | Mgmt | For | Against | Against |
| 1n | Elect Director Noel White | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Report on Climate Lobbying | SH | Against | For | For |
| 4 | Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain | SH | Against | For | For |
| 5 | Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains | SH | Against | Against | Against |

Tyson Foods, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 6 | Report on Opportunities to Support Circular Economy for Packaging | SH | Against | Against | Against |

Fair Isaac Corporation

Meeting Date: 02/14/2024

Country: USA

Ticker: FICO

Record Date: 12/18/2023

Meeting Type: Annual

Primary Security ID: 303250104

Shares Voted: 190

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Braden R. Kelly | Mgmt | For | For | For |
| 1b | Elect Director Fabiola R. Arredondo | Mgmt | For | For | For |
| 1c | Elect Director James D. Kirsner | Mgmt | For | For | For |
| 1d | Elect Director William J. Lansing | Mgmt | For | For | For |
| 1e | Elect Director Eva Manolis | Mgmt | For | For | For |
| 1f | Elect Director Marc F. McMorris | Mgmt | For | For | For |
| 1g | Elect Director Joanna Rees | Mgmt | For | For | For |
| 1h | Elect Director David A. Rey | Mgmt | For | For | For |
| 1i | Elect Director H. Tayloe Stansbury | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

PTC Inc.

Meeting Date: 02/14/2024

Country: USA

Ticker: PTC

Record Date: 12/08/2023

Meeting Type: Annual

Primary Security ID: 69370C100

Shares Voted: 1,024

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Neil Barua | Mgmt | For | For | For |
| 1.2 | Elect Director Mark Benjamin | Mgmt | For | For | For |
| 1.3 | Elect Director Janice Chaffin | Mgmt | For | For | For |
| 1.4 | Elect Director Amar Hanspal | Mgmt | For | For | For |
| 1.5 | Elect Director Michal Katz | Mgmt | For | For | For |
| 1.6 | Elect Director Paul Lacy | Mgmt | For | For | For |

PTC Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Corinna Lathan | Mgmt | For | For | For |
| 1.8 | Elect Director Janesh Moorjani | Mgmt | For | For | For |
| 1.9 | Elect Director Robert Schechter | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Raymond James Financial, Inc.

Meeting Date: 02/22/2024 **Country:** USA **Ticker:** RJF
Record Date: 12/20/2023 **Meeting Type:** Annual
Primary Security ID: 754730109

Shares Voted: 1,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Marlene Debel | Mgmt | For | For | For |
| 1b | Elect Director Robert M. Dutkowsky | Mgmt | For | For | For |
| 1c | Elect Director Jeffrey N. Edwards | Mgmt | For | For | For |
| 1d | Elect Director Benjamin C. Esty | Mgmt | For | For | For |
| 1e | Elect Director Art A. Garcia | Mgmt | For | For | For |
| 1f | Elect Director Anne Gates | Mgmt | For | For | For |
| 1g | Elect Director Gordon L. Johnson | Mgmt | For | For | For |
| 1h | Elect Director Raymond W. McDaniel, Jr. | Mgmt | For | For | For |
| 1i | Elect Director Roderick C. McGeary | Mgmt | For | For | For |
| 1j | Elect Director Paul C. Reilly | Mgmt | For | For | For |
| 1k | Elect Director Raj Seshadri | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Apple Inc.

Meeting Date: 02/28/2024 **Country:** USA **Ticker:** AAPL
Record Date: 01/02/2024 **Meeting Type:** Annual
Primary Security ID: 037833100

Shares Voted: 110,406

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Wanda Austin | Mgmt | For | For | For |
| 1b | Elect Director Tim Cook | Mgmt | For | For | For |
| 1c | Elect Director Alex Gorsky | Mgmt | For | For | For |
| 1d | Elect Director Andrea Jung | Mgmt | For | For | For |
| 1e | Elect Director Art Levinson | Mgmt | For | For | For |
| 1f | Elect Director Monica Lozano | Mgmt | For | For | For |
| 1g | Elect Director Ron Sugar | Mgmt | For | For | For |
| 1h | Elect Director Sue Wagner | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy | SH | Against | Against | Against |
| 5 | Report on Standards and Procedures to Curate App Content | SH | Against | Against | Against |
| 6 | Report on Median Gender/Racial Pay Gap | SH | Against | For | For |
| 7 | Report on Use of Artificial Intelligence | SH | Against | For | For |
| 8 | Report on Congruency of Company's Privacy and Human Rights Policies with its Actions | SH | Against | Against | Against |

Deere & Company

Meeting Date: 02/28/2024

Country: USA

Ticker: DE

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 244199105

Shares Voted: 1,994

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Leanne G. Caret | Mgmt | For | For | For |
| 1b | Elect Director Tamra A. Erwin | Mgmt | For | For | For |
| 1c | Elect Director Alan C. Heuberger | Mgmt | For | For | For |
| 1d | Elect Director L. Neil Hunn | Mgmt | For | For | For |
| 1e | Elect Director Michael O. Johanns | Mgmt | For | For | For |
| 1f | Elect Director Clayton M. Jones | Mgmt | For | For | For |
| 1g | Elect Director John C. May | Mgmt | For | For | For |

Deere & Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1h | Elect Director Gregory R. Page | Mgmt | For | For | For |
| 1i | Elect Director Sherry M. Smith | Mgmt | For | For | For |
| 1j | Elect Director Dmitri L. Stockton | Mgmt | For | For | For |
| 1k | Elect Director Sheila G. Talton | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on GHG Reduction Policies and Their Impact on Revenue Generation | SH | Against | Against | Against |
| 5 | Civil Rights and Non-Discrimination Audit Proposal | SH | Against | Against | Against |
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |

QUALCOMM Incorporated

Meeting Date: 03/05/2024

Country: USA

Ticker: QCOM

Record Date: 01/08/2024

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 8,342

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sylvia Acevedo | Mgmt | For | For | For |
| 1b | Elect Director Cristiano R. Amon | Mgmt | For | For | For |
| 1c | Elect Director Mark Fields | Mgmt | For | For | For |
| 1d | Elect Director Jeffrey W. Henderson | Mgmt | For | For | For |
| 1e | Elect Director Gregory N. Johnson | Mgmt | For | For | For |
| 1f | Elect Director Ann M. Livermore | Mgmt | For | For | For |
| 1g | Elect Director Mark D. McLaughlin | Mgmt | For | For | For |
| 1h | Elect Director Jamie S. Miller | Mgmt | For | For | For |
| 1i | Elect Director Irene B. Rosenfeld | Mgmt | For | For | For |
| 1j | Elect Director Kornelis (Neil) Smit | Mgmt | For | For | For |
| 1k | Elect Director Jean-Pascal Tricoire | Mgmt | For | For | For |
| 1l | Elect Director Anthony J. Vinciguerra | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

QUALCOMM Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 5 | Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation | Mgmt | For | For | For |
| 6 | Amend Bylaws to Add Federal Forum Selection Provision | Mgmt | For | For | For |

Applied Materials, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** AMAT
Record Date: 01/10/2024 **Meeting Type:** Annual
Primary Security ID: 038222105

Shares Voted: 6,263

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Rani Borkar | Mgmt | For | For | For |
| 1b | Elect Director Judy Bruner | Mgmt | For | For | For |
| 1c | Elect Director Xun (Eric) Chen | Mgmt | For | For | For |
| 1d | Elect Director Aart J. de Geus | Mgmt | For | For | For |
| 1e | Elect Director Gary E. Dickerson | Mgmt | For | For | For |
| 1f | Elect Director Thomas J. Iannotti | Mgmt | For | For | For |
| 1g | Elect Director Alexander A. Karsner | Mgmt | For | For | For |
| 1h | Elect Director Kevin P. March | Mgmt | For | For | For |
| 1i | Elect Director Yvonne McGill | Mgmt | For | For | For |
| 1j | Elect Director Scott A. McGregor | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Lobbying Payments and Policy | SH | Against | Against | Against |
| 5 | Report on Median and Adjusted Gender/Racial Pay Gaps | SH | Against | Against | Against |

Hologic, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** HOLX
Record Date: 01/11/2024 **Meeting Type:** Annual
Primary Security ID: 436440101

Shares Voted: 1,860

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Stephen P. MacMillan | Mgmt | For | For | For |
| 1b | Elect Director Sally W. Crawford | Mgmt | For | For | For |
| 1c | Elect Director Charles J. Dockendorff | Mgmt | For | For | For |
| 1d | Elect Director Scott T. Garrett | Mgmt | For | For | For |
| 1e | Elect Director Ludwig N. Hantson | Mgmt | For | For | For |
| 1f | Elect Director Nanaz Mohtashami | Mgmt | For | For | For |
| 1g | Elect Director Christiana Stamoulis | Mgmt | For | For | For |
| 1h | Elect Director Stacey D. Stewart | Mgmt | For | For | For |
| 1i | Elect Director Amy M. Wendell | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

TransDigm Group Incorporated

Meeting Date: 03/07/2024

Country: USA

Ticker: TDG

Record Date: 01/12/2024

Meeting Type: Annual

Primary Security ID: 893641100

Shares Voted: 392

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David A. Barr | Mgmt | For | For | For |
| 1.2 | Elect Director Jane M. Cronin | Mgmt | For | For | For |
| 1.3 | Elect Director Michael Graff | Mgmt | For | For | For |
| 1.4 | Elect Director Sean P. Hennessy | Mgmt | For | For | For |
| 1.5 | Elect Director W. Nicholas Howley | Mgmt | For | For | For |
| 1.6 | Elect Director Gary E. McCullough | Mgmt | For | For | For |
| 1.7 | Elect Director Michele L. Santana | Mgmt | For | For | For |
| 1.8 | Elect Director Robert J. Small | Mgmt | For | For | For |
| 1.9 | Elect Director Kevin M. Stein | Mgmt | For | For | For |
| 1.10 | Elect Director Jorge L. Valladares, III | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

Cencora, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: COR

Record Date: 01/16/2024

Meeting Type: Annual

Primary Security ID: 03073E105

Shares Voted: 36

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ornella Barra | Mgmt | For | For | For |
| 1b | Elect Director Werner Baumann | Mgmt | For | For | For |
| 1c | Elect Director Steven H. Collis | Mgmt | For | For | For |
| 1d | Elect Director D. Mark Durcan | Mgmt | For | For | For |
| 1e | Elect Director Richard W. Gochnauer | Mgmt | For | For | For |
| 1f | Elect Director Lon R. Greenberg | Mgmt | For | For | For |
| 1g | Elect Director Kathleen W. Hyle | Mgmt | For | For | For |
| 1h | Elect Director Lorence H. Kim | Mgmt | For | For | For |
| 1i | Elect Director Redonda G. Miller | Mgmt | For | For | For |
| 1j | Elect Director Dennis M. Nally | Mgmt | For | For | For |
| 1k | Elect Director Lauren M. Tyler | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | Mgmt | For | For | For |
| 5 | Amend Certificate of Incorporation | Mgmt | For | For | For |
| 6 | Enhance Majority Vote for the Election of Directors | SH | Against | Against | Against |

Analog Devices, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: ADI

Record Date: 01/09/2024

Meeting Type: Annual

Primary Security ID: 032654105

Shares Voted: 3,699

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Vincent Roche | Mgmt | For | For | For |
| 1b | Elect Director Stephen M. Jennings | Mgmt | For | For | For |
| 1c | Elect Director Andre Andonian | Mgmt | For | For | For |
| 1d | Elect Director James A. Champy | Mgmt | For | For | For |
| 1e | Elect Director Edward H. Frank | Mgmt | For | For | For |

Analog Devices, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Laurie H. Glimcher | Mgmt | For | For | For |
| 1g | Elect Director Karen M. Golz | Mgmt | For | For | For |
| 1h | Elect Director Peter B. Henry | Mgmt | For | For | For |
| 1i | Elect Director Mercedes Johnson | Mgmt | For | For | For |
| 1j | Elect Director Ray Stata | Mgmt | For | For | For |
| 1k | Elect Director Susie Wee | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Simple Majority Vote | SH | Against | For | For |

Johnson Controls International plc

Meeting Date: 03/13/2024

Country: Ireland

Ticker: JCI

Record Date: 01/08/2024

Meeting Type: Annual

Primary Security ID: G51502105

Shares Voted: 5,095

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Timothy Archer | Mgmt | For | For | For |
| 1b | Elect Director Jean Blackwell | Mgmt | For | For | For |
| 1c | Elect Director Pierre Cohade | Mgmt | For | For | For |
| 1d | Elect Director W. Roy Dunbar | Mgmt | For | For | For |
| 1e | Elect Director Gretchen R. Haggerty | Mgmt | For | For | For |
| 1f | Elect Director Ayesha Khanna | Mgmt | For | For | For |
| 1g | Elect Director Seetarama (Swamy) Kotagiri | Mgmt | For | For | For |
| 1h | Elect Director Simone Menne | Mgmt | For | For | For |
| 1i | Elect Director George R. Oliver | Mgmt | For | For | For |
| 1j | Elect Director Jurgen Tinggren | Mgmt | For | For | For |
| 1k | Elect Director Mark Vergnano | Mgmt | For | For | For |
| 1l | Elect Director John D. Young | Mgmt | For | For | For |
| 2a | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 2b | Authorize Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 3 | Authorize Market Purchases of Company Shares | Mgmt | For | For | For |
| 4 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |

Johnson Controls International plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 6 | Approve the Directors' Authority to Allot Shares | Mgmt | For | For | For |
| 7 | Approve the Disapplication of Statutory Pre-Emption Rights | Mgmt | For | For | For |

Starbucks Corporation

Meeting Date: 03/13/2024 **Country:** USA **Ticker:** SBUX
Record Date: 01/05/2024 **Meeting Type:** Annual
Primary Security ID: 855244109

Shares Voted: 8,348

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ritch Allison | Mgmt | For | For | For |
| 1b | Elect Director Andy Campion | Mgmt | For | For | For |
| 1c | Elect Director Beth Ford | Mgmt | For | For | For |
| 1d | Elect Director Melody Hobson | Mgmt | For | For | For |
| 1e | Elect Director Jorgen Vig Knudstorp | Mgmt | For | For | For |
| 1f | Elect Director Neal Mohan | Mgmt | For | For | For |
| 1g | Elect Director Satya Nadella | Mgmt | For | For | For |
| 1h | Elect Director Laxman Narasimhan | Mgmt | For | For | For |
| 1i | Elect Director Daniel Servitje | Mgmt | For | For | For |
| 1j | Elect Director Mike Sievert | Mgmt | For | For | For |
| 1k | Elect Director Wei Zhang | Mgmt | For | For | For |
| 1l | Elect Dissident Nominee Director Maria Echaveste | SH | | | |
| 1m | Elect Dissident Nominee Director Joshua Gotbaum | SH | | | |
| 1n | Elect Dissident Nominee Director Wilma B. Liebman | SH | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Plant-Based Milk Pricing | SH | Against | Against | Against |
| 5 | Conduct Audit and Report on Systemic Discrimination | SH | Against | Against | Against |
| 6 | Report on Congruency of Company's Privacy and Human Rights Policies with its Actions | SH | Against | Against | Against |

Agilent Technologies, Inc.

Meeting Date: 03/14/2024

Country: USA

Ticker: A

Record Date: 01/23/2024

Meeting Type: Annual

Primary Security ID: 00846U101

Shares Voted: 2,235

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mala Anand | Mgmt | For | For | For |
| 1.2 | Elect Director Koh Boon Hwee | Mgmt | For | For | For |
| 1.3 | Elect Director Michael R. McMullen | Mgmt | For | For | For |
| 1.4 | Elect Director Daniel K. Podolsky | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Simple Majority Vote | SH | None | For | For |

The Cooper Companies, Inc.

Meeting Date: 03/19/2024

Country: USA

Ticker: COO

Record Date: 01/24/2024

Meeting Type: Annual

Primary Security ID: 216648501

Shares Voted: 384

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Colleen E. Jay | Mgmt | For | For | For |
| 1.2 | Elect Director William A. Kozy | Mgmt | For | For | For |
| 1.3 | Elect Director Lawrence E. Kurzius | Mgmt | For | For | For |
| 1.4 | Elect Director Cynthia L. Luchese | Mgmt | For | For | For |
| 1.5 | Elect Director Teresa S. Madden | Mgmt | For | For | For |
| 1.6 | Elect Director Maria Rivas | Mgmt | For | For | For |
| 1.7 | Elect Director Robert S. Weiss | Mgmt | For | For | For |
| 1.8 | Elect Director Albert G. White, III | Mgmt | For | For | For |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Keysight Technologies, Inc.

Meeting Date: 03/21/2024

Country: USA

Ticker: KEYS

Record Date: 01/22/2024

Meeting Type: Annual

Primary Security ID: 49338L103

Keysight Technologies, Inc.

Shares Voted: 1,343

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Charles J. Dockendorff | Mgmt | For | For | For |
| 1.2 | Elect Director Ronald S. Nersesian | Mgmt | For | For | For |
| 1.3 | Elect Director Robert A. Rango | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Amend Employee Stock Purchase Plan | Mgmt | For | For | For |
| 6 | Eliminate Supermajority Vote Requirement | Mgmt | For | For | For |
| 7 | Adopt Simple Majority Vote | SH | Against | For | For |

EQT Corporation

Meeting Date: 04/17/2024

Country: USA

Ticker: EQT

Record Date: 02/02/2024

Meeting Type: Annual

Primary Security ID: 26884L109

Shares Voted: 3,235

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Lydia I. Beebe | Mgmt | For | For | For |
| 1b | Elect Director Lee M. Canaan | Mgmt | For | For | For |
| 1c | Elect Director Janet L. Carrig | Mgmt | For | For | For |
| 1d | Elect Director Frank C. Hu | Mgmt | For | For | For |
| 1e | Elect Director Kathryn J. Jackson | Mgmt | For | For | For |
| 1f | Elect Director John F. McCartney | Mgmt | For | For | For |
| 1g | Elect Director James T. McManus, II | Mgmt | For | For | For |
| 1h | Elect Director Anita M. Powers | Mgmt | For | For | For |
| 1i | Elect Director Daniel J. Rice, IV | Mgmt | For | For | For |
| 1j | Elect Director Toby Z. Rice | Mgmt | For | For | For |
| 1k | Elect Director Hallie A. Vanderhider | Mgmt | For | For | For |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

The PNC Financial Services Group, Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: PNC

Record Date: 02/02/2024

Meeting Type: Annual

Primary Security ID: 693475105

Shares Voted: 3,090

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Joseph Alvarado | Mgmt | For | For | For |
| 1b | Elect Director Debra A. Cafaro | Mgmt | For | For | For |
| 1c | Elect Director Marjorie Rodgers Cheshire | Mgmt | For | For | For |
| 1d | Elect Director William S. Demchak | Mgmt | For | For | For |
| 1e | Elect Director Andrew T. Feldstein | Mgmt | For | For | For |
| 1f | Elect Director Richard J. Harshman | Mgmt | For | For | For |
| 1g | Elect Director Daniel R. Hesse | Mgmt | For | For | For |
| 1h | Elect Director Renu Khator | Mgmt | For | For | For |
| 1i | Elect Director Linda R. Medler | Mgmt | For | For | For |
| 1j | Elect Director Robert A. Niblock | Mgmt | For | For | For |
| 1k | Elect Director Martin Pfinsgraff | Mgmt | For | For | For |
| 1l | Elect Director Bryan S. Salesky | Mgmt | For | For | For |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Report on Risk Management and Implementation of Human Rights Statement | SH | Against | Against | Against |