

VOTE SUMMARY REPORT

Date range covered : 04/01/2022 to 06/30/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Broadcom Inc.

Meeting Date: 04/04/2022 **Country:** USA **Ticker:** AVGO
Record Date: 02/07/2022 **Meeting Type:** Annual
Primary Security ID: 11135F101

Shares Voted: 25,046

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Diane M. Bryant | Mgmt | For | For | For |
| 1b | Elect Director Gayla J. Delly | Mgmt | For | For | For |
| 1c | Elect Director Raul J. Fernandez | Mgmt | For | For | For |
| 1d | Elect Director Eddy W. Hartenstein | Mgmt | For | For | For |
| 1e | Elect Director Check Kian Low | Mgmt | For | For | For |
| 1f | Elect Director Justine F. Page | Mgmt | For | For | For |
| 1g | Elect Director Henry Samueli | Mgmt | For | For | For |
| 1h | Elect Director Hock E. Tan | Mgmt | For | For | For |
| 1i | Elect Director Harry L. You | Mgmt | For | Refer | Against |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Hewlett Packard Enterprise Company

Meeting Date: 04/05/2022 **Country:** USA **Ticker:** HPE
Record Date: 02/04/2022 **Meeting Type:** Annual
Primary Security ID: 42824C109

Shares Voted: 79,808

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Daniel Ammann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1b | Elect Director Pamela L. Carter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jean M. Hobby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1d | Elect Director George R. Kurtz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |

Hewlett Packard Enterprise Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1e | Elect Director Raymond J. Lane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1f | Elect Director Ann M. Livermore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1g | Elect Director Antonio F. Neri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1h | Elect Director Charles H. Noski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1i | Elect Director Raymond E. Ozzie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1j | Elect Director Gary M. Reiner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1k | Elect Director Patricia F. Russo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 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 |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings</i> | | | | |

Schlumberger N.V.

Meeting Date: 04/06/2022

Country: Curacao

Ticker: SLB

Record Date: 02/09/2022

Meeting Type: Annual

Primary Security ID: 806857108

Shares Voted: 85,451

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Peter Coleman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Patrick de La Chevardiére | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Miguel Galuccio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Olivier Le Peuch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Schlumberger N.V.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Samuel Leupold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Tatiana Mitrova | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Maria Moraeus Hanssen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Vanitha Narayanan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Mark Papa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Jeff Sheets | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Ulrich Spiesshofer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Adopt and Approve Financials and Dividends | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

KB Home

Meeting Date: 04/07/2022 **Country:** USA **Ticker:** KBH
Record Date: 02/04/2022 **Meeting Type:** Annual
Primary Security ID: 48666K109

Shares Voted: 18,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Arthur R. Collins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Dorene C. Dominguez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Kevin P. Eltife | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Timothy W. Finchem | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Stuart A. Gabriel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

KB Home

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Thomas W. Gilligan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jodeen A. Kozlak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Melissa Lora | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Jeffrey T. Mezger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Brian R. Niccol | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director James C. "Rad" Weaver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Carnival Corporation

Meeting Date: 04/08/2022 **Country:** Panama **Ticker:** CCL
Record Date: 02/07/2022 **Meeting Type:** Annual
Primary Security ID: 143658300

Shares Voted: 48,817

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 3 | Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 4 | Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Carnival Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 5 | Re-elect Arnold W. Donald as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 6 | Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 7 | Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 8 | Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 9 | Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 10 | Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 11 | Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 12 | Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 13 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. The annual bonus does not disclose any performance targets or even specific metrics used to determine payouts. Despite poor company performance and a lack of disclosure of goals, the annual bonus paid out at maximum. Furthermore, the company made a change to FY21 equity grants, which are now entirely in time-vested equity. It is incumbent upon a compensation committee to utilize pre-set performance metrics when setting executive compensation, and many investors view a shift from performance-based to entirely time-based or discretionary incentive awards as a problematic response to COVID-19 related market disruption.</i> | | | | |
| 14 | Approve Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies) | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. The majority of the Group's equity is held through Carnival Corp, which is classified as a US domestic issuer. Given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis.</i> | | | | |
| 15 | Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Certified Public Accounting Firm of Carnival Corporation | Mgmt | For | For | For |
| 16 | Authorize Board to Fix Remuneration of Auditors | Mgmt | For | For | For |

Carnival Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 17 | Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2021 (in accordance with legal requirements applicable to UK companies). | Mgmt | For | For | For |
| 18 | Approve Issuance of Equity | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |
| 19 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |
| 20 | Authorize Share Repurchase Program | Mgmt | For | For | For |

Discovery, Inc.

Meeting Date: 04/08/2022 **Country:** USA **Ticker:** DISCA
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 934423104

Shares Voted: 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Paul A. Gould | Mgmt | For | Refer | |
| <i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Lowe for serving as a non-independent member of two key board committees. WITHHOLD votes are warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.</i> | | | | | |
| 1.2 | Elect Director Kenneth W. Lowe | Mgmt | For | Refer | |
| <i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Lowe for serving as a non-independent member of two key board committees. WITHHOLD votes are warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.</i> | | | | | |
| 1.3 | Elect Director Daniel E. Sanchez | Mgmt | For | Refer | |
| <i>Voter Rationale: WITHHOLD votes are warranted for Kenneth Lowe for serving as a non-independent member of two key board committees. WITHHOLD votes are warranted for Daniel Sanchez, Paul Gould and Kenneth Lowe given the company's persistent poor compensation practices. In addition to long-standing compensation concerns, the board recently entered into a new employment agreement with CEO Zaslav which contains a problematic severance arrangement and provides for approximately \$200 million in stock options, in addition to his annual compensation.</i> | | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | |

The Goodyear Tire & Rubber Company

Meeting Date: 04/11/2022

Country: USA

Ticker: GT

Record Date: 02/15/2022

Meeting Type: Annual

Primary Security ID: 382550101

Shares Voted: 57,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director James A. Firestone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Werner Geissler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Laurette T. Koellner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Richard J. Kramer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Karla R. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Prashanth Mahendra-Rajah | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director John E. McGlade | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Roderick A. Palmore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Hera K. Siu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Michael R. Wessel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Thomas L. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the compensation committee made positive changes to pay programs in response to last year's low say-on-pay vote, concerns are raised regarding FY2021 decisions. The company continued to use annually set goals in the long-term incentive program, limiting the long-term nature of those awards. More concerning, however, was a potentially uncapped retention agreement the company entered into with the CEO and another NEO. The agreements seek to incentivize the NEOs to delay retirement until after FY23; however, the structure of the agreements may result in sizable, non-performance-based payments in the event interest rates increase between 2021 and the date of their respective future retirements.</i> | | | | |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt Simple Majority Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i> | | | | |

A. O. Smith Corporation

Meeting Date: 04/12/2022

Country: USA

Ticker: AOS

Record Date: 02/15/2022

Meeting Type: Annual

Primary Security ID: 831865209

Shares Voted: 8,150

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Victoria M. Holt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael M. Larsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Idelle K. Wolf | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Gene C. Wulf | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Fifth Third Bancorp

Meeting Date: 04/12/2022

Country: USA

Ticker: FITB

Record Date: 02/18/2022

Meeting Type: Annual

Primary Security ID: 316773100

Shares Voted: 42,180

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Nicholas K. Akins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director B. Evan Bayh, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jorge L. Benitez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Katherine B. Blackburn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Emerson L. Brumback | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Greg D. Carmichael | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Fifth Third Bancorp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director Linda W. Clement-Holmes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director C. Bryan Daniels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Mitchell S. Feiger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Thomas H. Harvey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Gary R. Heminger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Jewell D. Hoover | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Eileen A. Mallesch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Michael B. McCallister | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director Marsha C. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Fifth Third Bancorp Code of Regulations to Add a Federal Forum Selection Provision | Mgmt | For | For | For |

IQVIA Holdings Inc.

Meeting Date: 04/12/2022

Country: USA

Ticker: IQV

Record Date: 02/15/2022

Meeting Type: Annual

Primary Security ID: 46266C105

Shares Voted: 11,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John P. Connaughton | Mgmt | For | For | For |
| 1.2 | Elect Director John G. Danhaki | Mgmt | For | For | For |
| 1.3 | Elect Director James A. Fasano | Mgmt | For | For | For |
| 1.4 | Elect Director Leslie Wims Morris | Mgmt | For | For | For |
| 2 | Declassify the Board of Directors | Mgmt | For | For | For |

IQVIA Holdings 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 | Require a Majority Vote for the Election of Directors | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i> | | | | | |
| 5 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Lennar Corporation

Meeting Date: 04/12/2022 **Country:** USA **Ticker:** LEN
Record Date: 02/15/2022 **Meeting Type:** Annual
Primary Security ID: 526057104

Shares Voted: 16,760

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Amy Banse | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1b | Elect Director Rick Beckwitt | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1c | Elect Director Steven L. Gerard | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1d | Elect Director Tig Gilliam | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1e | Elect Director Sherrill W. Hudson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1f | Elect Director Jonathan M. Jaffe | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1g | Elect Director Sidney Lapidus | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1h | Elect Director Teri P. McClure | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1i | Elect Director Stuart Miller | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1j | Elect Director Armando Olivera | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1k | Elect Director Jeffrey Sonnenfeld | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |

Lennar Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| <p><i>Voter Rationale: A vote AGAINST the proposal is warranted. The company utilizes a co-CEO structure in addition to employing an Executive Chairman, whose total target pay opportunity is set above the pay of both CEOs. The concerns with this structure, which pays three executives at a CEO level, are further exacerbated by the annual bonus program, where payouts are not capped. The uncapped payouts in FY21 to each executive led to payouts at nearly double the total pay of peer CEOs, and year-over-year pay increases of over 50 percent. Shareholders may question the necessity of compensating three executives well above the level of the chief executive at other companies.</i></p> | | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i></p> | | | | | |

Synopsys, Inc.

Meeting Date: 04/12/2022 **Country:** USA **Ticker:** SNPS
Record Date: 02/11/2022 **Meeting Type:** Annual
Primary Security ID: 871607107

Shares Voted: 9,350

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Aart J. de Geus | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Janice D. Chaffin | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director Bruce R. Chizen | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director Mercedes Johnson | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director Chrysostomos L. "Max" Nikias | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1f | Elect Director Jeannine P. Sargent | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1g | Elect Director John G. Schwarz | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1h | Elect Director Roy Vallee | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

Synopsys, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 6 | Provide Right to Act by Written Consent | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

The Bank of New York Mellon Corporation

Meeting Date: 04/12/2022 **Country:** USA **Ticker:** BK
Record Date: 02/16/2022 **Meeting Type:** Annual
Primary Security ID: 064058100

Shares Voted: 48,460

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Linda Z. Cook | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Joseph J. Echevarria | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Thomas P. 'Todd' Gibbons | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director M. Amy Gilliland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jeffrey A. Goldstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director K. Guru Gowrappan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Ralph Izzo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Sandra E. 'Sandie' O'Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Elizabeth E. Robinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Frederick O. Terrell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Alfred W. "Al" Zollar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

The Bank of New York Mellon Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.

Adobe Inc.

Meeting Date: 04/14/2022 **Country:** USA **Ticker:** ADBE
Record Date: 02/15/2022 **Meeting Type:** Annual
Primary Security ID: 00724F101

Shares Voted: 29,118

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Amy Banse | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1b | Elect Director Brett Biggs | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1c | Elect Director Melanie Boulden | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1d | Elect Director Frank Calderoni | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1e | Elect Director Laura Desmond | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1f | Elect Director Shantanu Narayen | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1g | Elect Director Spencer Neumann | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1h | Elect Director Kathleen Oberg | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1i | Elect Director Dheeraj Pandey | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1j | Elect Director David Ricks | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1k | Elect Director Daniel Rosensweig | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1l | Elect Director John Warnock | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Adobe 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 |

Carrier Global Corporation

Meeting Date: 04/14/2022 **Country:** USA **Ticker:** CARR
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 14448C104

Shares Voted: 53,017

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jean-Pierre Garnier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director David L. Gitlin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John J. Greisch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Charles M. Holley, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Michael M. McNamara | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael A. Todman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Virginia M. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Beth A. Wozniak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Dow Inc.

Meeting Date: 04/14/2022 **Country:** USA **Ticker:** DOW
Record Date: 02/18/2022 **Meeting Type:** Annual
Primary Security ID: 260557103

Shares Voted: 45,564

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Samuel R. Allen | Mgmt | For | For | For |
| 1b | Elect Director Gaurdie Banister, Jr. | Mgmt | For | For | For |
| 1c | Elect Director Wesley G. Bush | Mgmt | For | For | For |
| 1d | Elect Director Richard K. Davis | Mgmt | For | For | For |
| 1e | Elect Director Jerri DeVard | Mgmt | For | For | For |
| 1f | Elect Director Debra L. Dial | Mgmt | For | For | For |
| 1g | Elect Director Jeff M. Fetting | Mgmt | For | For | For |
| 1h | Elect Director Jim Fitterling | Mgmt | For | For | For |
| 1i | Elect Director Jacqueline C. Hinman | Mgmt | For | For | For |
| 1j | Elect Director Luis Alberto Moreno | Mgmt | For | For | For |
| 1k | Elect Director Jill S. Wyant | Mgmt | For | For | For |
| 1l | Elect Director Daniel W. Yohannes | 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 | Require Independent Board Chair | SH | Against | Against | Against |

Duke Realty Corporation

Meeting Date: 04/14/2022

Country: USA

Ticker: DRE

Record Date: 02/18/2022

Meeting Type: Annual

Primary Security ID: 264411505

Shares Voted: 23,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John P. Case | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director James B. Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Tamara D. Fischer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Norman K. Jenkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kelly T. Killingsworth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Duke Realty Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Melanie R. Sabelhaus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Peter M. Scott, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director David P. Stockert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Chris T. Sultemeier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Warren M. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Lynn C. Thurber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Owens Corning

Meeting Date: 04/14/2022 **Country:** USA **Ticker:** OC
Record Date: 02/17/2022 **Meeting Type:** Annual
Primary Security ID: 690742101

Shares Voted: 21,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brian D. Chambers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Eduardo E. Cordeiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Adrienne D. Elsner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Alfred E. Festa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Edward F. Lonergan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Maryann T. Mannen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Paul E. Martin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Owens Corning

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director W. Howard Morris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Suzanne P. Nimocks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director John D. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

HP Inc.

Meeting Date: 04/19/2022 **Country:** USA **Ticker:** HPQ
Record Date: 02/18/2022 **Meeting Type:** Annual
Primary Security ID: 40434L105

Shares Voted: 73,408

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Aida M. Alvarez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Shumeet Banerji | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert R. Bennett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Charles "Chip" V. Bergh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Bruce Broussard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Stacy Brown-Philpot | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Stephanie A. Burns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Mary Anne Citrino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Richard L. Clemmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Enrique J. Lores | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

HP Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director Judith "Jami" Miscik | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Kim K.W. Rucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Subra Suresh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.</i> | | | | |

Pinnacle Financial Partners, Inc.

Meeting Date: 04/19/2022 **Country:** USA **Ticker:** PNFP
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 72346Q104

Shares Voted: 15,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Abney S. Boxley, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Charles E. Brock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Renda J. Burkhart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Gregory L. Burns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Richard D. Callicutt, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Marty G. Dickens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Thomas C. Farnsworth, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Joseph C. Galante | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Pinnacle Financial Partners, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Glenda Baskin Glover | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director David B. Ingram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Decosta E. Jenkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Robert A. McCabe, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Reese L. Smith, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director G. Kennedy Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director M. Terry Turner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Crowe LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Prosperity Bancshares, Inc.

Meeting Date: 04/19/2022 **Country:** USA **Ticker:** PB
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 743606105

Shares Voted: 19,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director George A. Fisk | Mgmt | For | Refer | Withhold |
| 1.2 | Elect Director Leah Henderson | Mgmt | For | Refer | Withhold |
| 1.3 | Elect Director Ned S. Holmes | Mgmt | For | Refer | Withhold |
| 1.4 | Elect Director Jack Lord | Mgmt | For | Refer | Withhold |
| 1.5 | Elect Director David Zalman | Mgmt | For | Refer | Withhold |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Public Service Enterprise Group Incorporated

Meeting Date: 04/19/2022

Country: USA

Ticker: PEG

Record Date: 02/18/2022

Meeting Type: Annual

Primary Security ID: 744573106

Shares Voted: 30,899

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ralph Izzo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Susan Tomasky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Willie A. Deese | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Jamie M. Gentoso | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director David Lilley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Barry H. Ostrowsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Valerie A. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Scott G. Stephenson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Laura A. Sugg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John P. Surma | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Alfred W. Zollar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Texas Capital Bancshares, Inc.

Meeting Date: 04/19/2022

Country: USA

Ticker: TCBI

Record Date: 02/23/2022

Meeting Type: Annual

Primary Security ID: 88224Q107

Texas Capital Bancshares, Inc.

Shares Voted: 10,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Paola M. Arbour | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jonathan E. Baliff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director James H. Browning | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Larry L. Helm | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Rob C. Holmes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director David S. Huntley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Charles S. Hyle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Elysia Holt Ragusa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Steven P. Rosenberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Robert W. Stallings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Dale W. Tremblay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although CEO pay was elevated in FY21 due to new hire awards, including a \$14.5 million make-whole equity grant, the annual pay program had multiple concerning changes. The new CEO's target bonus was relatively high, and a large portion of the annual bonus payout is based on qualitative metrics with payouts based on the compensation committee's discretion. Further, in the LTI, although a majority of the grant is in performance equity, the EPS metric shifted from a three-year performance period to three one-year performance periods, with no disclosure of forward-looking goals. In addition to the pay program concerns, the company paid cash severance to the former CFO upon a voluntary resignation.</i> | | | | |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

U.S. Bancorp

Meeting Date: 04/19/2022

Country: USA

Ticker: USB

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 902973304

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Warner L. Baxter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Dorothy J. Bridges | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Elizabeth L. Buse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Andrew Cecere | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kimberly N. Ellison-Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Kimberly J. Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Roland A. Hernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Olivia F. Kirtley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Richard P. McKenney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Yusuf I. Mehdi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director John P. Wiehoff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Scott W. Wine | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Whirlpool Corporation

Meeting Date: 04/19/2022

Country: USA

Ticker: WHR

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 963320106

Whirlpool Corporation

Shares Voted: 3,844

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Samuel R. Allen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Marc R. Bitzer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Greg Creed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Gary T. DiCamillo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Diane M. Dietz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Gerri T. Elliott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jennifer A. LaClair | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director John D. Liu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James M. Loree | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Harish Manwani | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Patricia K. Poppe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Larry O. Spencer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Michael D. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

AutoNation, Inc.

Meeting Date: 04/20/2022

Country: USA

Ticker: AN

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 05329W102

AutoNation, Inc.

Shares Voted: 9,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Rick L. Burdick | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 1b | Elect Director David B. Edelson | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 1c | Elect Director Steven L. Gerard | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 1d | Elect Director Robert R. Grusky | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 1e | Elect Director Norman K. Jenkins | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 1f | Elect Director Lisa Lutloff-Perlo | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 1g | Elect Director Michael Manley | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 1h | Elect Director G. Mike Mikan | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 1i | Elect Director Jacqueline A. Travisano | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the director nominees are warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Provide Right to Call Special Meetings | SH | Against | Against | Against |

Celanese Corporation

Meeting Date: 04/20/2022

Country: USA

Ticker: CE

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 150870103

Shares Voted: 6,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jean S. Blackwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director William M. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Edward G. Galante | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Celanese Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Rahul Ghai | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kathryn M. Hill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David F. Hoffmeister | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jay V. Ihlenfeld | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Deborah J. Kissire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Michael Koenig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Kim K.W. Rucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Lori J. Ryerkerk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Commerce Bancshares, Inc.

Meeting Date: 04/20/2022 **Country:** USA **Ticker:** CBSH
Record Date: 02/15/2022 **Meeting Type:** Annual
Primary Security ID: 200525103

Shares Voted: 22,903

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Earl H. Devanny, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director June McAllister Fowler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Benjamin F. Rassieur, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Todd R. Schnuck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Christine B. Taylor-Broughton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Commerce Bancshares, Inc.

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

Dana Incorporated

Meeting Date: 04/20/2022 **Country:** USA **Ticker:** DAN
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 235825205

Shares Voted: 30,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ernesto M. Hernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Gary Hu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Brett M. Icahn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director James K. Kamsickas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Virginia A. Kamsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Bridget E. Karlin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Michael J. Mack, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director R. Bruce McDonald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Diarmuid B. O'Connell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Keith E. Wandell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Meeting Date: 04/20/2022

Country: USA

Ticker: EOG

Record Date: 02/24/2022

Meeting Type: Annual

Primary Security ID: 26875P101

Shares Voted: 35,658

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Janet F. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1b | Elect Director Charles R. Crisp | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert P. Daniels | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director James C. Day | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1e | Elect Director C. Christopher Gaut | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael T. Kerr | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1g | Elect Director Julie J. Robertson | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1h | Elect Director Donald F. Textor | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1i | Elect Director William R. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ezra Y. Yacob | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Directors William Thomas and James Day are warranted, as the company could take some additional steps that would be constructive in terms of setting more ambitious GHG emissions reductions targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

EQT Corporation

Meeting Date: 04/20/2022

Country: USA

Ticker: EQT

Record Date: 02/04/2022

Meeting Type: Annual

Primary Security ID: 26884L109

Shares Voted: 57,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Lydia I. Beebe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Lee M. Canaan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Janet L. Carrig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Frank C. Hu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Kathryn J. Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director John F. McCartney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director James T. McManus, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Anita M. Powers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Daniel J. Rice, IV | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Toby Z. Rice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Hallie A. Vanderhider | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Huntington Bancshares Incorporated

Meeting Date: 04/20/2022

Country: USA

Ticker: HBAN

Record Date: 02/16/2022

Meeting Type: Annual

Primary Security ID: 446150104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Lizabeth Ardisana | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Alanna Y. Cotton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ann B. (Tanny) Crane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Robert S. Cubbin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Gina D. France | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director J. Michael Hochschwender | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Richard H. King | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Katherine M. A. (Allie) Kline | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Richard W. Neu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Kenneth J. Phelan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director David L. Porteous | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Roger J. Sit | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Stephen D. Steinour | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Jeffrey L. Tate | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.15 | Elect Director Gary Torgow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Regions Financial Corporation

Meeting Date: 04/20/2022

Country: USA

Ticker: RF

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 7591EP100

Shares Voted: 58,263

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Samuel A. Di Piazza, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Zhanna Golodryga | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John D. Johns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joia M. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ruth Ann Marshall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Charles D. McCrary | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director James T. Prokopanko | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Lee J. Styslinger, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jose S. Suquet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director John M. Turner, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Timothy Vines | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Sonoco Products Company

Meeting Date: 04/20/2022

Country: USA

Ticker: SON

Record Date: 02/23/2022

Meeting Type: Annual

Primary Security ID: 835495102

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director R. Howard Coker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Pamela L. Davies | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Theresa J. Drew | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Philippe Guillemot | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director John R. Haley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Robert R. Hill, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Eleni Istavridis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Richard G. Kyle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Blythe J. McGarvie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director James M. Micali | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Sundaram Nagarajan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Thomas E. Whiddon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Adopt Majority Voting for Uncontested Election of Directors | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.</i> | | | | |

The Sherwin-Williams Company

Meeting Date: 04/20/2022

Country: USA

Ticker: SHW

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 824348106

Shares Voted: 14,763

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kerri B. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Arthur F. Anton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jeff M. Fettig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Richard J. Kramer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director John G. Morikis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Christine A. Poon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Aaron M. Powell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Marta R. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Michael H. Thaman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Matthew Thornton, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Steven H. Wunning | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Tri Pointe Homes, Inc.

Meeting Date: 04/20/2022

Country: USA

Ticker: TPH

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 87265H109

Tri Pointe Homes, Inc.

Shares Voted: 24,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Douglas F. Bauer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Lawrence B. Burrows | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Steven J. Gilbert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director R. Kent Grahl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Vicki D. McWilliams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Constance B. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Citrix Systems, Inc.

Meeting Date: 04/21/2022

Country: USA

Ticker: CTXS

Record Date: 03/08/2022

Meeting Type: Special

Primary Security ID: 177376100

Shares Voted: 7,545

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | Against |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |

HCA Healthcare, Inc.

Meeting Date: 04/21/2022

Country: USA

Ticker: HCA

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 40412C101

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas F. Frist, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Samuel N. Hazen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Meg G. Crofton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert J. Dennis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Nancy-Ann DeParle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director William R. Frist | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Charles O. Holliday, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Hugh F. Johnston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Michael W. Michelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Wayne J. Riley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Andrea B. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Political Contributions | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through all trade associations and other tax-exempt organizations, as well as its management- and board-level oversight of political spending, could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i> | | | | |
| 5 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the company's lobbying expenses and trade association memberships, payments, and oversight mechanisms would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.</i> | | | | |

Home BancShares, Inc.

Meeting Date: 04/21/2022

Country: USA

Ticker: HOMB

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 436893200

Shares Voted: 31,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John W. Allison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Brian S. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Milburn Adams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Robert H. Adcock, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Richard H. Ashley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Mike D. Beebe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jack E. Engelkes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Tracy M. French | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Karen E. Garrett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director James G. Hinkle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Alex R. Lieblong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Thomas J. Longe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Jim Rankin, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Larry W. Ross | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.15 | Elect Director Donna J. Townsell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Home BancShares, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 4 | Ratify BKD, LLP as Auditors | Mgmt | For | For | For |

Humana Inc.

Meeting Date: 04/21/2022 **Country:** USA **Ticker:** HUM
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 444859102

Shares Voted: 7,882

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Raquel C. Bono | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Bruce D. Broussard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Frank A. D'Amelio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director David T. Feinberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Wayne A. I. Frederick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director John W. Garratt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kurt J. Hilzinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director David A. Jones, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Karen W. Katz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Marcy S. Klevorn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director William J. McDonald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Jorge S. Mesquita | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director James J. O'Brien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Humana 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 |

Interactive Brokers Group, Inc.

Meeting Date: 04/21/2022 **Country:** USA **Ticker:** IBKR
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 45841N107

Shares Voted: 16,760

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas Peterffy | Mgmt | For | Refer | Against |
| 1b | Elect Director Earl H. Nemser | Mgmt | For | Refer | Against |
| 1c | Elect Director Milan Galik | Mgmt | For | Refer | Against |
| 1d | Elect Director Paul J. Brody | Mgmt | For | Refer | Against |
| 1e | Elect Director Lawrence E. Harris | Mgmt | For | For | For |
| 1f | Elect Director Gary Katz | Mgmt | For | For | For |
| 1g | Elect Director Philip Uhde | Mgmt | For | For | For |
| 1h | Elect Director William Peterffy | Mgmt | For | Refer | Against |
| 1i | Elect Director Nicole Yuen | Mgmt | For | For | For |
| 1j | Elect Director Jill Bright | Mgmt | For | For | For |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Lincoln Electric Holdings, Inc.

Meeting Date: 04/21/2022 **Country:** USA **Ticker:** LECO
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 533900106

Shares Voted: 12,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Brian D. Chambers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Curtis E. Espeland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Patrick P. Goris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Lincoln Electric Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Michael F. Hilton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Kathryn Jo Lincoln | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Christopher L. Mapes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Phillip J. Mason | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Ben P. Patel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Hellene S. Runtagh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Kellye L. Walker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Lockheed Martin Corporation

Meeting Date: 04/21/2022 **Country:** USA **Ticker:** LMT
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 539830109

Shares Voted: 15,097

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Daniel F. Akerson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director David B. Burritt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Bruce A. Carlson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director John M. Donovan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Joseph F. Dunford, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director James O. Ellis, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Lockheed Martin Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Thomas J. Falk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Ilene S. Gordon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Vicki A. Hollub | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Jeh C. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Debra L. Reed-Klages | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director James D. Taiclet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Patricia E. Yarrington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.</i> | | | | |
| 5 | Report on Human Rights Impact Assessment | SH | Against | Against | Against |

Newmont Corporation

Meeting Date: 04/21/2022 **Country:** USA **Ticker:** NEM
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 651639106

Shares Voted: 48,780

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Patrick G. Awuah, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Gregory H. Boyce | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Bruce R. Brook | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Maura Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Newmont Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Emma FitzGerald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Mary A. Laschinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jose Manuel Madero | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Rene Medori | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Jane Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Thomas Palmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Julio M. Quintana | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Susan N. Story | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Silicon Laboratories Inc.

Meeting Date: 04/21/2022 **Country:** USA **Ticker:** SLAB
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 826919102

Shares Voted: 7,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director William G. Bock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Sherri Luther | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Christy Wyatt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: The outgoing CEO is entitled to cash severance estimated at \$1.6 million in connection with his voluntary retirement.</i> | | | | |

SVB Financial Group

Meeting Date: 04/21/2022

Country: USA

Ticker: SIVB

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 78486Q101

Shares Voted: 3,550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Greg Becker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Eric Benhamou | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Elizabeth "Busy" Burr | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Richard Daniels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Alison Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Joel Friedman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jeffrey Maggioncalda | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Beverly Kay Matthews | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Mary Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Kate Mitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Garen Staglin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Third-Party Racial Justice Audit | SH | Against | Against | Against |

The AES Corporation

Meeting Date: 04/21/2022

Country: USA

Ticker: AES

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 00130H105

The AES Corporation

Shares Voted: 40,722

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Janet G. Davidson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Andres R. Gluski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Tarun Khanna | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Holly K. Koeppel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Julia M. Laulis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director James H. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Alain Monie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director John B. Morse, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Moises Naim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Teresa M. Sebastian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Maura Shaughnessy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.</i> | | | | |

CenterPoint Energy, Inc.

Meeting Date: 04/22/2022

Country: USA

Ticker: CNP

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 15189T107

Shares Voted: 36,197

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Wendy Montoya Cloonan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Earl M. Cummings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Christopher H. Franklin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director David J. Lesar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Raquelle W. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Martin H. Nesbitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Theodore F. Pound | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Phillip R. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Barry T. Smitherman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While annual and long-term incentives were primarily based on pre-set, financial performance targets, the committee will again increase the maximum opportunity under the short-term program after lowering it for FY21. In addition, the committee made a sizable retention grant to the CEO which is entirely time-based. The grant will also vest after a relatively short period of time, with 40 percent of the award vesting less than 18 months after the grant date. While the proxy discussed the committee's justification regarding a need to retain the CEO, the grant was outsized compared to annual compensation and the rationale in omitting performance criteria was not viewed as compelling.</i> | | | | |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

GATX Corporation

Meeting Date: 04/22/2022

Country: USA

Ticker: GATX

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 361448103

Shares Voted: 7,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Diane M. Aigotti | Mgmt | For | For | For |

GATX Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Anne L. Arvia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Brian A. Kenney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Robert C. Lyons | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director James B. Ream | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Adam L. Stanley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director David S. Sutherland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Stephen R. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Paul G. Yovovich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

L3Harris Technologies, Inc.

Meeting Date: 04/22/2022 **Country:** USA **Ticker:** LHX
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 502431109

Shares Voted: 12,280

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sallie B. Bailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director William M. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Peter W. Chiarelli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Thomas A. Corcoran | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

L3Harris Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Thomas A. Dattilo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Roger B. Fradin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Harry B. Harris, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Lewis Hay, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Lewis Kramer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Christopher E. Kubasik | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Rita S. Lane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Robert B. Millard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Lloyd W. Newton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Increase in Size of Board | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Stanley Black & Decker, Inc.

Meeting Date: 04/22/2022 **Country:** USA **Ticker:** SWK
Record Date: 02/24/2022 **Meeting Type:** Annual
Primary Security ID: 854502101

Shares Voted: 9,993

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Andrea J. Ayers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Patrick D. Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Carlos M. Cardoso | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Stanley Black & Decker, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Robert B. Coutts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Debra A. Crew | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael D. Hankin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director James M. Loree | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Adrian V. Mitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jane M. Palmieri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Mojdeh Poul | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Irving Tan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: Dilution exceeds the allowable cap.--Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The plan cost is excessive;- The estimated duration of available and proposed shares exceeds six years; and- The plan allows broad discretion to accelerate vesting.</i> | | | | |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.</i> | | | | |

Fastenal Company

Meeting Date: 04/23/2022 **Country:** USA **Ticker:** FAST
Record Date: 02/23/2022 **Meeting Type:** Annual
Primary Security ID: 311900104

Shares Voted: 35,126

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Scott A. Satterlee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Michael J. Ancius | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Fastenal Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Stephen L. Eastman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Daniel L. Florness | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Rita J. Heise | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Hsenghung Sam Hsu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Daniel L. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Nicholas J. Lundquist | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Sarah N. Nielsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Reyne K. Wisecup | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Honeywell International Inc.

Meeting Date: 04/25/2022 **Country:** USA **Ticker:** HON
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 438516106

Shares Voted: 42,186

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Darius Adamczyk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Duncan B. Angove | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director William S. Ayer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1D | Elect Director Kevin Burke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1E | Elect Director D. Scott Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Honeywell International Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1F | Elect Director Deborah Flint | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1G | Elect Director Rose Lee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1H | Elect Director Grace D. Lieblein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director George Paz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1J | Elect Director Robin L. Washington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, significant concerns are raised by adjustments made to long-term incentive awards in two consecutive years. Following adjustments to the FY20 equity grants which reduced the performance period and were described as "one-time" actions taken in response to COVID-19, the committee used discretion to also adjust FY19-21 grants to increase closing-cycle equity vesting. Investors may question the decision to make consecutive adjustments to long-term incentive awards.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditor | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i> | | | | |
| 5 | Report on Climate Lobbying | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted at this time; because while the company has recently published a climate lobbying report, shareholders may benefit from a more complete evaluation of climate lobbying being conducted on the company's behalf.</i> | | | | |
| 6 | Report on Environmental and Social Due Diligence | SH | Against | Against | Against |

M&T Bank Corporation

Meeting Date: 04/25/2022 **Country:** USA **Ticker:** MTB
Record Date: 02/24/2022 **Meeting Type:** Annual
Primary Security ID: 55261F104

Shares Voted: 7,890

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John P. Barnes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Robert T. Brady | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Calvin G. Butler, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

M&T Bank Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Jane Chwick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director William F. Cruger, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director T. Jefferson Cunningham, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Gary N. Geisel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Leslie V. Godridge | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Rene F. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Richard H. Ledgett, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Melinda R. Rich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Robert E. Sadler, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Denis J. Salamone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director John R. Scannell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.15 | Elect Director Rudina Seseri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.16 | Elect Director Kirk W. Walters | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.17 | Elect Director Herbert L. Washington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Raytheon Technologies Corporation

Meeting Date: 04/25/2022

Country: USA

Ticker: RTX

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 75513E101

Raytheon Technologies Corporation

Shares Voted: 92,076

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Tracy A. Atkinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Bernard A. Harris, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Gregory J. Hayes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director George R. Oliver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Robert K. (Kelly) Ortberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Margaret L. O'Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Dinesh C. Paliwal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Ellen M. Pawlikowski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Denise L. Ramos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Fredric G. Reynolds | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Brian C. Rogers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director James A. Winnefeld, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Robert O. Work | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Supermajority Vote Requirement | Mgmt | For | For | For |

American Electric Power Company, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: AEP

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 025537101

American Electric Power Company, Inc.

Shares Voted: 30,538

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Nicholas K. Akins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director David J. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director J. Barnie Beasley, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Benjamin G. S. Fowke, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Art A. Garcia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Linda A. Goodspeed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Sandra Beach Lin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Margaret M. McCarthy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Oliver G. Richard, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Daryl Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Sara Martinez Tucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Lewis Von Thae | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Authorize New Class of Preferred Stock | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Associated Banc-Corp

Meeting Date: 04/26/2022

Country: USA

Ticker: ASB

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 045487105

Associated Banc-Corp

Shares Voted: 31,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director R. Jay Gerken | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Judith P. Greffin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael J. Haddad | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Andrew J. Harmening | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Robert A. Jeffe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Eileen A. Kamerick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Gale E. Klappa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Cory L. Nettles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Karen T. van Lith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John (Jay) B. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Bank of America Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: BAC

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 060505104

Shares Voted: 452,354

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sharon L. Allen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Frank P. Bramble, Sr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Bank of America Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1c | Elect Director Pierre J.P. de Weck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Arnold W. Donald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Linda P. Hudson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Monica C. Lozano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Brian T. Moynihan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Lionel L. Nowell, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Denise L. Ramos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Clayton S. Rose | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Michael D. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Thomas D. Woods | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director R. David Yost | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Maria T. Zuber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes | Mgmt | For | For | For |
| 5 | Report on Civil Rights and Nondiscrimination Audit | SH | Against | Against | Against |
| 6 | Adopt Fossil Fuel Lending Policy Consistent with IEA's Net Zero 2050 Scenario | SH | Against | Against | Against |
| 7 | Report on Charitable Contributions | SH | Against | Against | Against |

Bio-Rad Laboratories, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: BIO

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 090572207

Bio-Rad Laboratories, Inc.

Shares Voted: 1,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Melinda Litherland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Arnold A. Pinkston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Black Hills Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: BKH

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 092113109

Shares Voted: 13,006

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kathleen S. McAllister | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Robert P. Otto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Mark A. Schober | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

Centene Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: CNC

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 15135B101

Shares Voted: 35,632

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Orlando Ayala | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Centene Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1b | Elect Director Kenneth A. Burdick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director H. James Dallas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Sarah M. London | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Theodore R. Samuels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the compensation committee demonstrated adequate responsiveness to last year's vote result and pay-for-performance concerns for the year under review are mitigated, severance payments made to two former NEOs in FY21 are excessive and neither executives' separation is clearly described in the proxy statement as an involuntary termination for which they would be entitled to such payments under an existing employment or severance agreement.</i> | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 5 | Provide Right to Call Special Meeting | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this is merely a request for the board to take action at a future meeting to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.</i> | | | | |
| 6 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.</i> | | | | |

Charter Communications, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: CHTR

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 16119P108

Shares Voted: 7,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director W. Lance Conn | Mgmt | For | Refer | Against |
| 1b | Elect Director Kim C. Goodman | Mgmt | For | For | For |
| 1c | Elect Director Craig A. Jacobson | Mgmt | For | For | For |
| 1d | Elect Director Gregory B. Maffei | Mgmt | For | Refer | Against |
| 1e | Elect Director John D. Markley, Jr. | Mgmt | For | For | For |

Charter Communications, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director David C. Merritt | Mgmt | For | For | For |
| 1g | Elect Director James E. Meyer | Mgmt | For | For | For |
| 1h | Elect Director Steven A. Miron | Mgmt | For | Refer | Against |
| 1i | Elect Director Balan Nair | Mgmt | For | For | For |
| 1j | Elect Director Michael A. Newhouse | Mgmt | For | For | For |
| 1k | Elect Director Mauricio Ramos | Mgmt | For | Refer | Against |
| 1l | Elect Director Thomas M. Rutledge | Mgmt | For | For | For |
| 1m | Elect Director Eric L. Zinterhofer | Mgmt | For | Refer | Against |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| 5 | Report on Congruency of Political Spending with Company Values and Priorities | SH | Against | For | For |
| 6 | Disclose Climate Action Plan and GHG Emissions Reduction Targets | SH | Against | For | For |
| 7 | Adopt Policy to Annually Disclose EEO-1 Data | SH | Against | For | For |
| 8 | Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics | SH | Against | For | For |

Churchill Downs Incorporated

Meeting Date: 04/26/2022

Country: USA

Ticker: CHDN

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 171484108

Shares Voted: 7,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ulysses L. Bridgeman, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director R. Alex Rankin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Meeting Date: 04/26/2022

Country: USA

Ticker: C

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 172967424

Shares Voted: 123,826

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ellen M. Costello | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Grace E. Dailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Barbara J. Desoer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John C. Dugan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jane N. Fraser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Duncan P. Hennes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Peter B. Henry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director S. Leslie Ireland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Renee J. James | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Gary M. Reiner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Diana L. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director James S. Turley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG 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 | Adopt Management Pay Clawback Authorization Policy | SH | Against | Against | Against |
| 6 | Require Independent Board Chair | SH | Against | Against | Against |

Citigroup Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 7 | Report on Respecting Indigenous Peoples' Rights | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i> | | | | | |
| 8 | Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario | SH | Against | Against | Against |
| 9 | Report on Civil Rights and Non-Discrimination Audit | SH | Against | Against | Against |

Comerica Incorporated

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** CMA
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 200340107

Shares Voted: 8,164

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael E. Collins | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.2 | Elect Director Roger A. Cregg | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.3 | Elect Director Curtis C. Farmer | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.4 | Elect Director Nancy Flores | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.5 | Elect Director Jacqueline P. Kane | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.6 | Elect Director Richard G. Lindner | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.7 | Elect Director Barbara R. Smith | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.8 | Elect Director Robert S. Taubman | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.9 | Elect Director Reginald M. Turner, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.10 | Elect Director Nina G. Vaca | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.11 | Elect Director Michael G. Van de Ven | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |

Comerica Incorporated

| 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 |

Cousins Properties Incorporated

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** CUZ
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 222795502

Shares Voted: 30,775

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Charles T. Cannada | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert M. Chapman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director M. Colin Connolly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Scott W. Fordham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Lillian C. Giornelli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director R. Kent Griffin, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Donna W. Hyland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Dionne Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director R. Dary Stone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche, LLP as Auditors | Mgmt | For | For | For |

Domino's Pizza, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: DPZ

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 25754A201

Shares Voted: 2,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David A. Brandon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director C. Andrew Ballard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Andrew B. Balson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Corie S. Barry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Diana F. Cantor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Richard L. Federico | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director James A. Goldman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Patricia E. Lopez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Russell J. Weiner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Equitrans Midstream Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: ETRN

Record Date: 02/18/2022

Meeting Type: Annual

Primary Security ID: 294600101

Shares Voted: 84,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Vicky A. Bailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Equitrans Midstream Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Sarah M. Barpoulis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kenneth M. Burke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Patricia K. Collawn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas F. Karam | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director D. Mark Leland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Norman J. Szydlowski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert F. Vagt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Exelon Corporation

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** EXC
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 30161N101

Shares Voted: 59,759

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Anthony Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ann Berzin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director W. Paul Bowers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Marjorie Rodgers Cheshire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Christopher Crane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Exelon Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Carlos Gutierrez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Linda Jojo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Paul Joskow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director John Young | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Use of Child Labor in Supply Chain | SH | Against | Against | Against |

First Financial Bankshares, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: FFIN

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 32020R109

Shares Voted: 26,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director April K. Anthony | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Vianei Lopez Braun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director David L. Copeland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mike B. Denny | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director F. Scott Dueser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Murray H. Edwards | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Eli Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director I. Tim Lancaster | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

First Financial Bankshares, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.9 | Elect Director Kade L. Matthews | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Robert C. Nickles, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Johnny E. Trotter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

First Horizon Corporation

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** FHN
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 320517105

Shares Voted: 115,149

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Harry V. Barton, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kenneth A. Burdick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Daryl G. Byrd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director John N. Casbon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director John C. Compton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Wendy P. Davidson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |

First Horizon Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director William H. Fenstermaker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director D. Bryan Jordan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director J. Michael Kemp, Sr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Rick E. Maples | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Vicki R. Palmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Colin V. Reed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director E. Stewart Shea, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Cecelia D. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.15 | Elect Director Rajesh Subramaniam | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.16 | Elect Director Rosa Sugranes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.17 | Elect Director R. Eugene Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Rajesh Subramaniam is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

First Horizon 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 |

Voter Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

Hanesbrands Inc.

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** HBI
Record Date: 02/15/2022 **Meeting Type:** Annual
Primary Security ID: 410345102

Shares Voted: 72,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Cheryl K. Beebe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Stephen B. Bratspies | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Geralyn R. Breig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Bobby J. Griffin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director James C. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Franck J. Moison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Robert F. Moran | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Ronald L. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director William S. Simon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1j | Elect Director Ann E. Ziegler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

International Business Machines Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: IBM

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 459200101

Shares Voted: 54,747

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas Buberl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director David N. Farr | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Alex Gorsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michelle J. Howard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Arvind Krishna | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Andrew N. Liveris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Frederick William McNabb, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Martha E. Pollack | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Joseph R. Swedish | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Peter R. Voser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Frederick H. Waddell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Alfred W. Zollar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i> | | | | |

International Business Machines Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---------------------------------|-----------|----------|-------------------|------------------|
| 5 | Require Independent Board Chair | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted. The company has underperformed its GICS peers and the broader S&P 500 Index over the long-term. In addition, concerns are noted regarding certain executive compensation decisions in FY20, evidenced by the company's failed say-on-pay vote at last year's annual meeting. Further, this non-binding proposal would not require an immediate change in the board leadership structure as it would allow the board discretion to phase in the policy requiring an independent chair at the next CEO or chairman transition.</i></p> | | | | | |
| 6 | Report on Concealment Clauses | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted because more information would help shareholders understand how the company is assessing and managing the risks of using of concealment clauses, particularly risks pertaining to age discrimination claims that have been pursued through arbitration and the related controversies.</i></p> | | | | | |

Kimco Realty Corporation

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** KIM
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 49446R109

Shares Voted: 37,468

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Milton Cooper | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Philip E. Coviello | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director Conor C. Flynn | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director Frank Lourenso | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director Henry Moniz | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1f | Elect Director Mary Hogan Preusse | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1g | Elect Director Valerie Richardson | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1h | Elect Director Richard B. Saltzman | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Pricewaterhouse Coopers LLP as Auditors | Mgmt | For | For | For |

Kirby Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: KEX

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 497266106

Shares Voted: 12,486

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Anne-Marie N. Ainsworth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director William M. Waterman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Shawn D. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Moody's Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: MCO

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 615369105

Shares Voted: 9,892

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jorge A. Bermudez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Therese Esperdy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert Fauber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Vincent A. Forlenza | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kathryn M. Hill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Lloyd W. Howell, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Raymond W. McDaniel, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Moody's Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Leslie F. Seidman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Zig Serafin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Bruce Van Saun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

MSCI Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: MSCI

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 55354G100

Shares Voted: 5,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Henry A. Fernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert G. Ashe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Wayne Edmunds | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Catherine R. Kinney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jacques P. Perold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Sandy C. Rattray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Linda H. Riefler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Marcus L. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Rajat Taneja | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Paula Volent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

MSCI Inc.

| 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 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Northern Trust Corporation

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** NTRS
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 665859104

Shares Voted: 12,711

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Linda Walker Bynoe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Susan Crown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Dean M. Harrison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Jay L. Henderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Marcy S. Klevorn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Siddharth N. "Bobby" Mehta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Michael G. O'Grady | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jose Luis Prado | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Martin P. Slark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director David H. B. Smith, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Donald Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Charles A. Tribbett, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Northern Trust Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

PACCAR Inc

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** PCAR
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 693718108

Shares Voted: 21,253

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mark C. Pigott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Dame Alison J. Carnwath | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Franklin L. Feder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director R. Preston Feight | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Beth E. Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Kirk S. Hachigian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Roderick C. McGeary | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director John M. Pigott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Ganesh Ramaswamy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Mark A. Schulz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Gregory M. E. Spierkel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 3 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.</i> | | | | |

Papa John's International, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: PZZA

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 698813102

Shares Voted: 6,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Christopher L. Coleman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Olivia F. Kirtley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Laurette T. Koellner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert M. Lynch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jocelyn C. Mangan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Sonya E. Medina | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Shaquille R. O'Neal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Anthony M. Sanfilippo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jeffrey C. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Use of Pig Gestation Crates | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted because the company set a 2013 goal to have significant movement away from pig gestation crates in its supply chain by 2022, but has failed to keep shareholders informed of its progress and has failed to significantly move away from that practice.</i> | | | | |

PerkinElmer, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: PKI

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 714046109

Shares Voted: 6,816

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peter Barrett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Samuel R. Chapin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Sylvie Gregoire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Alexis P. Michas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Prahlad R. Singh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michel Vounatsos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Frank Witney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Pascale Witz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Regal Rexnord Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: RRX

Record Date: 03/04/2022

Meeting Type: Annual

Primary Security ID: 758750103

Shares Voted: 14,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jan A. Bertsch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Stephen M. Burt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Anesa T. Chaibi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Theodore D. Crandall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Regal Rexnord Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Christopher L. Doerr | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael F. Hilton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Louis V. Pinkham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Rakesh Sachdev | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Curtis W. Stoelting | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Robin A. Walker-Lee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Rollins, Inc.

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** ROL
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 775711104

Shares Voted: 13,875

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Susan R. Bell | Mgmt | For | For | For |
| 1.2 | Elect Director Donald P. Carson | Mgmt | For | Refer | Withhold |
| 1.3 | Elect Director Louise S. Sams | Mgmt | For | For | For |
| 1.4 | Elect Director John F. Wilson | Mgmt | For | Refer | Withhold |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 3 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

The Coca-Cola Company

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** KO
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 191216100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Herb Allen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Marc Bolland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ana Botin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Christopher C. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Barry Diller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Helene D. Gayle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Alexis M. Herman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Maria Elena Lagomasino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director James Quincey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Caroline J. Tsay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director David B. Weinberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. Annual incentives are primarily determined by financial growth metrics, and the majority of long-term incentives are performance-based with goals clearly disclosed. In addition, an increase in CEO pay is driven by a one-time award that is entirely performance conditioned, with fully disclosed goals that appear to be rigorous. However, disclosure around the rationale for the CEO's special award in the proxy statement is somewhat limited. Moreover, the company entered into a consulting agreement with a former NEO which provides for excessive compensation, which is considered a problematic pay practice.</i> | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on External Public Health Costs | SH | Against | Against | Against |
| 5 | Report on Global Public Policy and Political Influence | SH | Against | Against | Against |
| 6 | Require Independent Board Chair | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. There are concerns regarding the company's compensation practices during the year in review and the company has underperformed peers since the CEO and chair roles were combined, suggesting that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.</i> | | | | |

The Williams Companies, Inc.

Meeting Date: 04/26/2022

Country: USA

Ticker: WMB

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 969457100

Shares Voted: 74,228

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Alan S. Armstrong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Stephen W. Bergstrom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Nancy K. Buese | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Michael A. Creel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Stacey H. Dore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Richard E. Muncrief | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Peter A. Ragauss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Rose M. Robeson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Scott D. Sheffield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Murray D. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director William H. Spence | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Jesse J. Tyson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Truist Financial Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: TFC

Record Date: 02/17/2022

Meeting Type: Annual

Primary Security ID: 89832Q109

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jennifer S. Banner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director K. David Boyer, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Agnes Bundy Scanlan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Anna R. Cablik | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Dallas S. Clement | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Paul D. Donahue | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Patrick C. Graney, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Linnie M. Haynesworth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Kelly S. King | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Easter A. Maynard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Donna S. Morea | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Charles A. Patton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Nido R. Qubein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director David M. Ratcliffe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director William H. Rogers, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1p | Elect Director Frank P. Scruggs, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1q | Elect Director Christine Sears | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Truist Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1r | Elect Director Thomas E. Skains | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1s | Elect Director Bruce L. Tanner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1t | Elect Director Thomas N. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1u | Elect Director Steven C. Voorhees | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 6 | Require Independent Board Chair | SH | Against | Against | Against |

UMB Financial Corporation

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** UMBF
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 902788108

Shares Voted: 9,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robin C. Beery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Janine A. Davidson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Kevin C. Gallagher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Greg M. Graves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Alexander C. Kemper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director J. Mariner Kemper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Gordon E. Lansford, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

UMB Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Timothy R. Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Tamara M. Peterman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Kris A. Robbins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director L. Joshua Sosland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Leroy J. Williams, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

United States Steel Corporation

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** X
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 912909108

Shares Voted: 54,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Tracy A. Atkinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director David B. Burritt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Terry L. Dunlap | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John J. Engel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director John V. Faraci | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Murry S. Gerber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jeh C. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Paul A. Mascarenas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

United States Steel Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Michael H. McGarry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director David S. Sutherland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Patricia A. Tracey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Valmont Industries, Inc.

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** VMI
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 920253101

Shares Voted: 4,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kaj den Daas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director James B. Milliken | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Catherine James Paglia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Ritu Favre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Wells Fargo & Company

Meeting Date: 04/26/2022 **Country:** USA **Ticker:** WFC
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 949746101

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Steven D. Black | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1b | Elect Director Mark A. Chancy | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Celeste A. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director Theodore F. Craver, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1e | Elect Director Richard K. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1f | Elect Director Wayne M. Hewett | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1g | Elect Director CeCelia ("CeCe") G. Morken | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1h | Elect Director Maria R. Morris | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1i | Elect Director Felicia F. Norwood | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1j | Elect Director Richard B. Payne, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1k | Elect Director Juan A. Pujadas | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |

Wells Fargo & Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1l | Elect Director Ronald L. Sargent | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1m | Elect Director Charles W. Scharf | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1n | Elect Director Suzanne M. Vautrinot | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR directors Celeste Clark and Maria Morris is warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Following last year's low support for say-on-pay, the committee engaged with shareholders, disclosed specific feedback received, and implemented pay program changes and incremental disclosure improvements. Accordingly, the committee has demonstrated sufficient responsiveness. While the increase in CEO performance year pay is directionally aligned with improved company performance, there are ongoing concerns regarding the impact of committee discretion in ultimately determining incentive payouts, and a lack of key disclosures under the total incentive assessment. Concerns around discretion are underscored by the fact that financial accomplishments highlighted for the FY21 performance year are not entirely consistent with those highlighted in the prior year without specific rationale provided. In addition, the proxy does not disclose quantified pre-set target or maximum goals, nor per-metric weightings, which inhibits investors' ability to assess the pay-for-performance linkage. Lastly, there are ongoing concerns regarding high base salaries for the CEO and other NEOs, and the target goal for the reintroduced relative metric under the LTI program is not considered particularly rigorous. Given these concerns, a vote AGAINST this proposal is warranted.</i> | | | | |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt Management Pay Clawback Authorization Policy | SH | Against | Against | Against |
| 6 | Report on Incentive-Based Compensation and Risks of Material Losses | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure surrounding broad-based incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a key role in recent high-profile controversies that caused financial and reputational harm at the company.</i> | | | | |
| 7 | Report on Board Diversity | SH | Against | Against | Against |
| 8 | Report on Respecting Indigenous Peoples' Rights | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i> | | | | |
| 9 | Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario | SH | Against | Against | Against |
| 10 | Oversee and Report a Racial Equity Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Wells Fargo's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.</i> | | | | |
| 11 | Report on Charitable Contributions | SH | Against | Against | Against |

Ameriprise Financial, Inc.

Meeting Date: 04/27/2022

Country: USA

Ticker: AMP

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 03076C106

Shares Voted: 6,981

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director James M. Cracchiolo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Dianne Neal Blixt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Amy DiGeso | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lon R. Greenberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Robert F. Sharpe, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Brian T. Shea | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director W. Edward Walter, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Christopher J. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Aptiv Plc

Meeting Date: 04/27/2022

Country: Jersey

Ticker: APTV

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: G6095L109

Shares Voted: 16,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kevin P. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Richard L. Clemmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Aptiv Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1c | Elect Director Nancy E. Cooper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joseph L. Hooley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Merit E. Janow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Sean O. Mahoney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Paul M. Meister | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert K. Ortberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Colin J. Parris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ana G. Pinczuk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Ernst & Young 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 |

Ball Corporation

Meeting Date: 04/27/2022

Country: USA

Ticker: BLL

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 058498106

Shares Voted: 19,978

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Dune E. Ives | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Georgia R. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Cynthia A. Niekamp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Todd A. Penegor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Ball 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 | Declassify the Board of Directors | Mgmt | For | For | For |
| <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | | |
| 5 | Amend Articles of Incorporation to Permit Shareholders to Amend Bylaws | Mgmt | For | For | For |

BorgWarner Inc.

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** BWA
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 099724106

Shares Voted: 14,650

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 1A | Elect Director Sara A. Greenstein | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1B | Elect Director David S. Haffner | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1C | Elect Director Michael S. Hanley | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1D | Elect Director Frederic B. Lissalde | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1E | Elect Director Paul A. Mascarenas | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1F | Elect Director Shaun E. McAlmont | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1G | Elect Director Deborah D. McWhinney | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1H | Elect Director Alexis P. Michas | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Right to Act by Written Consent | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold and removal of the holding period requirement would provide for a more useful special meeting right for shareholders.</i> | | | | | |

Brixmor Property Group Inc.

Meeting Date: 04/27/2022

Country: USA

Ticker: BRX

Record Date: 02/10/2022

Meeting Type: Annual

Primary Security ID: 11120U105

Shares Voted: 61,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director James M. Taylor, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director John G. Schreiber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael Berman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Julie Bowerman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Sheryl M. Crosland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Thomas W. Dickson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Daniel B. Hurwitz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Sandra A. J. Lawrence | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director William D. Rahm | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Cadence Bank

Meeting Date: 04/27/2022

Country: USA

Ticker: CADE

Record Date: 03/03/2022

Meeting Type: Annual

Primary Security ID: 12740C103

Shares Voted: 40,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Shannon A. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Cadence Bank

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Joseph W. Evans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Virginia A. Hepner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director William G. Holliman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Paul B. Murphy, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Precious W. Owodunni | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Alan W. Perry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director James D. Rollins, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Marc J. Shapiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Kathy N. Waller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director J. Thomas Wiley, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the annual and long-term programs are predominately performance-based, there are concerns surrounding the lack of disclosed forward-looking goals for retention and integration awards granted to two NEOs in connection with a recent merger. In addition, although the weighting of PSUs significantly increased year-over-year, the increase in PSU weighting was effectuated through a significant increase to the CEO's target LTI opportunity, which comes amid long-term TSR underperformance and for which a compelling rationale is not disclosed in the proxy. In addition, the company entered into a problematic consulting agreement with the vice chair, which provides for a sizable consulting fee in exchange for a minimal monthly work requirement.</i> | | | | |
| 3 | Ratify BKD, LLP as Auditors | Mgmt | For | For | For |

Cigna Corporation

Meeting Date: 04/27/2022

Country: USA

Ticker: CI

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 125523100

Shares Voted: 20,747

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director David M. Cordani | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Cigna Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director William J. DeLaney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Eric J. Foss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Elder Granger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Neesha Hathi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director George Kurian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kathleen M. Mazzarella | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Mark B. McClellan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Kimberly A. Ross | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Eric C. Wiseman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Donna F. Zarcone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.</i> | | | | |
| 5 | Report on Gender Pay Gap | SH | Against | Against | Against |
| 6 | Report on Congruency of Political Spending with Company Values and Priorities | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as more comprehensive information comparing Cigna's public policy statements and its direct and indirect political contributions and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks from political activities conducted by its partners.</i> | | | | |

Cleveland-Cliffs Inc.

Meeting Date: 04/27/2022

Country: USA

Ticker: CLF

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 185899101

Cleveland-Cliffs Inc.

Shares Voted: 95,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Lourenco Goncalves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Douglas C. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director John T. Baldwin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Robert P. Fisher, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director William K. Gerber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Susan M. Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Ralph S. Michael, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Janet L. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Gabriel Stoliar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Arlene M. Yocum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Cullen/Frost Bankers, Inc.

Meeting Date: 04/27/2022

Country: USA

Ticker: CFR

Record Date: 03/03/2022

Meeting Type: Annual

Primary Security ID: 229899109

Shares Voted: 11,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Carlos Alvarez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Chris M. Avery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Cullen/Frost Bankers, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Anthony R. 'Tony' Chase | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Cynthia J. Comparin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Samuel G. Dawson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Crawford H. Edwards | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Patrick B. Frost | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Phillip D. Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director David J. Haemisegger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Charles W. Matthews | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Linda B. Rutherford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Eaton Corporation plc

Meeting Date: 04/27/2022 **Country:** Ireland **Ticker:** ETN
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: G29183103

Shares Voted: 24,360

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Craig Arnold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Christopher M. Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Olivier Leonetti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Deborah L. McCoy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Eaton Corporation plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1e | Elect Director Silvio Napoli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Gregory R. Page | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Sandra Pianalto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert V. Pragada | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Lori J. Ryerkerk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Gerald B. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Dorothy C. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Darryl L. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Ernst & Young 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 | Authorize Issue of Equity with Pre-emptive Rights | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 5 | Authorize Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 6 | Authorize Share Repurchase of Issued Share Capital | Mgmt | For | For | For |
| 7 | Approve Capitalization and Related Capital Reduction to Create Distributable Reserves | Mgmt | For | For | For |

Glacier Bancorp, Inc.

Meeting Date: 04/27/2022

Country: USA

Ticker: GBCI

Record Date: 02/24/2022

Meeting Type: Annual

Primary Security ID: 37637Q105

Shares Voted: 22,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David C. Boyles | Mgmt | For | Refer | Withhold |

Glacier Bancorp, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Robert A. Cashell, Jr. | Mgmt | For | Refer | Withhold |
| 1.3 | Elect Director Randall M. Chesler | Mgmt | For | For | For |
| 1.4 | Elect Director Sherry L. Cladouhos | Mgmt | For | Refer | Withhold |
| 1.5 | Elect Director Annie M. Goodwin | Mgmt | For | Refer | Withhold |
| 1.6 | Elect Director Kristen L. Heck | Mgmt | For | Refer | Withhold |
| 1.7 | Elect Director Michael B. Hormaechea | Mgmt | For | For | For |
| 1.8 | Elect Director Craig A. Langel | Mgmt | For | Refer | Withhold |
| 1.9 | Elect Director Douglas J. McBride | Mgmt | For | Refer | Withhold |
| 2 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify BKD, LLP as Auditors | Mgmt | For | For | For |

Hancock Whitney Corporation

Meeting Date: 04/27/2022

Country: USA

Ticker: HWC

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 410120109

Shares Voted: 18,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Hardy B. Fowler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Randall W. Hanna | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director H. Merritt Lane, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Sonya C. Little | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Sonia A. Perez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Ingevity Corporation

Meeting Date: 04/27/2022

Country: USA

Ticker: NGVT

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 45688C107

Shares Voted: 8,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jean S. Blackwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Luis Fernandez-Moreno | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director J. Michael Fitzpatrick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John C. Fortson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Diane H. Gulyas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Frederick J. Lynch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Karen G. Narwold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Daniel F. Sansone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Kimberly-Clark Corporation

Meeting Date: 04/27/2022

Country: USA

Ticker: KMB

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 494368103

Shares Voted: 20,593

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Sylvia M. Burwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director John W. Culver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Kimberly-Clark Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Robert W. Decherd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Michael D. Hsu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Mae C. Jemison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director S. Todd Maclin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Deirdre A. Mahlan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Sherilyn S. McCoy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Christa S. Quarles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Jaime A. Ramirez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Dunia A. Shive | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Mark T. Smucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Michael D. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Lithia Motors, Inc.

Meeting Date: 04/27/2022

Country: USA

Ticker: LAD

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 536797103

Shares Voted: 6,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sidney B. DeBoer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Susan O. Cain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Lithia Motors, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Bryan B. DeBoer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Shauna F. McIntyre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Louis P. Miramontes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Kenneth E. Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director David J. Robino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Louisiana-Pacific Corporation

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** LPX
Record Date: 03/03/2022 **Meeting Type:** Annual
Primary Security ID: 546347105

Shares Voted: 19,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Tracy Embree | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Lizanne C. Gottung | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Dustan E. McCoy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Marathon Petroleum Corporation

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** MPC
Record Date: 03/02/2022 **Meeting Type:** Annual
Primary Security ID: 56585A102

Marathon Petroleum Corporation

Shares Voted: 39,029

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Evan Bayh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Sustainability and Public Policy Committee Chair Evan Bayh is warranted, with caution, as the company could take some additional steps that would be constructive regarding net-zero transition targets including absolute GHG emissions reductions targets, Scope 3 emissions targets and more robust disclosure. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1b | Elect Director Charles E. Bunch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Sustainability and Public Policy Committee Chair Evan Bayh is warranted, with caution, as the company could take some additional steps that would be constructive regarding net-zero transition targets including absolute GHG emissions reductions targets, Scope 3 emissions targets and more robust disclosure. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Edward G. Galante | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Sustainability and Public Policy Committee Chair Evan Bayh is warranted, with caution, as the company could take some additional steps that would be constructive regarding net-zero transition targets including absolute GHG emissions reductions targets, Scope 3 emissions targets and more robust disclosure. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kim K.W. Rucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Sustainability and Public Policy Committee Chair Evan Bayh is warranted, with caution, as the company could take some additional steps that would be constructive regarding net-zero transition targets including absolute GHG emissions reductions targets, Scope 3 emissions targets and more robust disclosure. A vote FOR the other director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 5 | Eliminate Supermajority Voting Provisions | Mgmt | For | For | For |
| 6 | Amend Certificate of Incorporation to Add Federal Forum Selection Provision | Mgmt | For | For | For |
| 7 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i> | | | | |
| 8 | Amend Compensation Clawback Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the addition of reputational or other financial harm as a recoupment scenario would expand the board's ability to recoup incentive pay and the increased disclosure requirements would also better serve shareholders' informational needs.</i> | | | | |
| 9 | Report on Climate Strategy Consistent with ILO's "Just Transition Guidelines" | SH | Against | Against | Against |

Park Hotels & Resorts Inc.

Meeting Date: 04/27/2022

Country: USA

Ticker: PK

Record Date: 03/04/2022

Meeting Type: Annual

Primary Security ID: 700517105

Park Hotels & Resorts Inc.

Shares Voted: 49,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Thomas J. Baltimore, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1B | Elect Director Patricia M. Bedient | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1C | Elect Director Thomas D. Eckert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1D | Elect Director Geoffrey M. Garrett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1E | Elect Director Christie B. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1F | Elect Director Joseph I. Lieberman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1G | Elect Director Thomas A. Natelli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1H | Elect Director Timothy J. Naughton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1I | Elect Director Stephen I. Sadove | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay for performance misalignment concerns have been sufficiently mitigated for the year in review. Annual incentives were largely based on objective performance metrics with improved disclosure of goals and achievements. Granted equity remained majority performance based, and while FY21 grants continue to target merely median performance, the proportion of performance equity will increase for FY22 grants. Additionally, in response to shareholder feedback, the board has committed to not provide special or one-time awards to executive officers absent extraordinary circumstances.</i> | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 4 | Adopt Share Retention Policy For Senior Executives | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the enhanced guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i> | | | | |

Pilgrim's Pride Corporation

Meeting Date: 04/27/2022

Country: USA

Ticker: PPC

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 72147K108

Pilgrim's Pride Corporation

Shares Voted: 10,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gilberto Tomazoni | Mgmt | For | Refer | Withhold |
| 1b | Elect Director Vincent Trius | Mgmt | For | Refer | Withhold |
| 1c | Elect Director Andre Nogueira de Souza | Mgmt | For | Refer | Withhold |
| 1d | Elect Director Farha Aslam | Mgmt | For | For | For |
| 1e | Elect Director Joanita Karoleski | Mgmt | For | For | For |
| 1f | Elect Director Raul Padilla | Mgmt | For | For | For |
| 2a | Elect Director Wallim Cruz de Vasconcellos Junior | Mgmt | For | For | For |
| 2b | Elect Director Arquimedes A. Celis | Mgmt | For | For | For |
| 2c | Elect Director Ajay Menon | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Sabre Corporation

Meeting Date: 04/27/2022

Country: USA

Ticker: SABR

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 78573M104

Shares Voted: 65,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|-------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director George Bravante, Jr. | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.2 | Elect Director Herve Couturier | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Gail Mandel | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.4 | Elect Director Sean Menke | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.5 | Elect Director Phyllis Newhouse | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |

Sabre Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Karl Peterson | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Zane Rowe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Gregg Saretsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director John Scott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Wendi Sturgis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Karl Peterson is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Approve Non-Employee Director Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Although the estimated shareholder value transfer exceeds the ISS benchmark, a qualitative review of the director compensation program has not identified any significant deficiencies.</i> | | | | |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, with caution. The committee was sufficiently responsive to last year's failed say-on-pay vote, lowering payouts for short- and long-term incentives in FY21 and implementing additional changes for FY22 equity awards. However, continued monitoring of pay levels is warranted, to ensure equity values normalize. Further, investors would benefit from additional details regarding targets and actual performance in both incentive programs.</i> | | | | |

Signature Bank

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** SBNY
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 82669G104

Shares Voted: 3,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Derrick D. Cephas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Judith A. Huntington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Eric R. Howell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Signature Bank

| 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 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 5 | Declassify the Board of Directors | Mgmt | For | For | For |

Voter Rationale: New Mexico favours unclassified board of directors.

Synovus Financial Corp.

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** SNV
Record Date: 02/24/2022 **Meeting Type:** Annual
Primary Security ID: 87161C501

Shares Voted: 30,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Tim E. Bentsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Kevin S. Blair | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director F. Dixon Brooke, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Stephen T. Butler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Elizabeth W. Camp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Pedro Cherry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Diana M. Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Harris Pastides | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director Joseph J. Prochaska, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1j | Elect Director John L. Stallworth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1k | Elect Director Kessel D. Stelling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1l | Elect Director Barry L. Storey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |

Synovus Financial Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1m | Elect Director Teresa White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Teledyne Technologies Incorporated

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** TDY
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 879360105

Shares Voted: 2,829

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Charles Crocker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Robert Mehrabian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jane C. Sherburne | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Michael T. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Textron Inc.

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** TXT
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 883203101

Shares Voted: 13,657

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Scott C. Donnelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Richard F. Ambrose | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Textron Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Kathleen M. Bader | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director R. Kerry Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director James T. Conway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Ralph D. Heath | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Deborah Lee James | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Lionel L. Nowell, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James L. Ziemer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Maria T. Zuber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i> | | | | |

The Chemours Company

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** CC
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 163851108

Shares Voted: 34,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Curtis V. Anastasio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 1b | Elect Director Bradley J. Bell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |

The Chemours Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Mary B. Cranston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 1d | Elect Director Curtis J. Crawford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 1e | Elect Director Dawn L. Farrell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 1f | Elect Director Erin N. Kane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 1g | Elect Director Sean D. Keohane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 1h | Elect Director Mark E. Newman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 1i | Elect Director Guillaume Pepy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 1j | Elect Director Sandra Phillips Rogers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted, though support with caution is warranted for governance committee chair Mary Cranston given the failure to resubmit a management proposal to eliminate supermajority vote requirements.</i> | | | | |
| 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 |

The New York Times Company

Meeting Date: 04/27/2022

Country: USA

Ticker: NYT

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 650111107

The New York Times Company

Shares Voted: 34,399

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Amanpal S. Bhutani | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Manuel Bronstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Doreen Toben | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Rebecca Van Dyck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

The PNC Financial Services Group, Inc.

Meeting Date: 04/27/2022

Country: USA

Ticker: PNC

Record Date: 02/04/2022

Meeting Type: Annual

Primary Security ID: 693475105

Shares Voted: 25,999

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Joseph Alvarado | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Debra A. Cafaro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Marjorie Rodgers Cheshire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director William S. Demchak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Andrew T. Feldstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Richard J. Harshman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Daniel R. Hesse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Linda R. Medler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The PNC Financial Services Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Robert A. Niblock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Martin Pfingraff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Bryan S. Salesky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Toni Townes-Whitley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Michael J. Ward | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Risk Management and Nuclear Weapon Industry | SH | Against | Against | Against |

Ventas Inc.

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** VTR
Record Date: 03/21/2022 **Meeting Type:** Proxy Contest
Primary Security ID: 92276F100

Shares Voted: 24,026

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Management Proxy (White Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director Melody C. Barnes | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.2 | Elect Director Debra A. Cafaro | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.3 | Elect Director Michael J. Embler | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Matthew J. Lustig | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.5 | Elect Director Roxanne M. Martino | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.6 | Elect Director Marguerite M. Nader | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.7 | Elect Director Sean P. Nolan | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.8 | Elect Director Walter C. Rakowich | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.9 | Elect Director Robert D. Reed | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.10 | Elect Director James D. Shelton | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 1.11 | Elect Director Maurice S. Smith | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the board's refreshment, management's tangible steps to improve investor communications, and the acknowledgement by company leadership that it must reduce the multiple gap, the dissident has not made a compelling case for immediate change. Votes are therefore warranted FOR the management nominees, but shareholders are advised to monitor the company's efforts.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. There are structural concerns identified with the STI program changes for FY21, which were implemented due to the pandemic. The program appears largely discretionary, as half of awards were earned based on individual performance and the remainder was based on corporate goals that are mostly described in qualitative terms, with minimal disclosure of pre-set, quantified targets and results. The company's rationale for this structure is not considered compelling for FY21, and the structural concerns identified are not mitigated by discretionary reductions to STI payouts. LTI program concerns are also identified, as the relative TSR metrics target merely the index without a disclosed cap in the event of negative TSR and forward-looking goals for the remaining metrics are not disclosed. Lastly, NEOs received retention awards that lack performance-vesting criteria.</i> | | | | |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | Refer | For |
| | <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | |

Ventas Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| | Dissident Proxy (Blue Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director Jonathan Litt | SH | For | Refer | Do Not Vote |
| 1.2 | Management Nominee Melody C. Barnes | SH | For | Refer | Do Not Vote |
| 1.3 | Management Nominee Debra A. Cafaro | SH | For | Refer | Do Not Vote |
| 1.4 | Management Nominee Michael J. Embler | SH | For | Refer | Do Not Vote |
| 1.5 | Management Nominee Matthew J. Lustig | SH | For | Refer | Do Not Vote |
| 1.6 | Management Nominee Roxanne M. Martino | SH | For | Refer | Do Not Vote |
| 1.7 | Management Nominee Marguerite M. Nader | SH | For | Refer | Do Not Vote |
| 1.8 | Management Nominee Sean P. Nolan | SH | For | Refer | Do Not Vote |
| 1.9 | Management Nominee Walter C. Rakowich | SH | For | Refer | Do Not Vote |
| 1.10 | Management Nominee Robert D. Reed | SH | For | Refer | Do Not Vote |
| 1.11 | Management Nominee Maurice S. Smith | SH | For | Refer | Do Not Vote |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | None | Refer | Do Not Vote |
| 3 | Approve Omnibus Stock Plan | Mgmt | None | Refer | Do Not Vote |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | None | Refer | Do Not Vote |

W.W. Grainger, Inc.

Meeting Date: 04/27/2022 **Country:** USA **Ticker:** GWW
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 384802104

Shares Voted: 2,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Rodney C. Adkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director V. Ann Hailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

W.W. Grainger, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Katherine D. Jaspon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Stuart L. Levenick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director D.G. Macpherson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Neil S. Novich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Beatriz R. Perez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael J. Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director E. Scott Santi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Susan Slavik Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Lucas E. Watson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Steven A. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Activision Blizzard, Inc.

Meeting Date: 04/28/2022

Country: USA

Ticker: ATVI

Record Date: 03/14/2022

Meeting Type: Special

Primary Security ID: 00507V109

Shares Voted: 47,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | For |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |

AGCO Corporation

Meeting Date: 04/28/2022

Country: USA

Ticker: AGCO

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 001084102

Shares Voted: 12,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael C. Arnold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Sondra L. Barbour | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Suzanne P. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Bob De Lange | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Eric P. Hansotia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director George E. Minnich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Niels Porksen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director David Sagehorn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Mallika Srinivasan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Matthew Tsien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Avery Dennison Corporation

Meeting Date: 04/28/2022

Country: USA

Ticker: AVY

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 053611109

Shares Voted: 5,075

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Bradley A. Alford | Mgmt | For | For | For |

Avery Dennison Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Anthony K. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Mitchell R. Butier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Ken C. Hicks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Andres A. Lopez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Patrick T. Siewert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Julia A. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Martha N. Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Church & Dwight Co., Inc.

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** CHD
Record Date: 03/02/2022 **Meeting Type:** Annual
Primary Security ID: 171340102

Shares Voted: 15,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Bradlen S. Cashaw | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director James R. Craigie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Matthew T. Farrell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Bradley C. Irwin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Penry W. Price | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Church & Dwight Co., Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Susan G. Saideman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Ravichandra K. Saligram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert K. Shearer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Janet S. Vergis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Arthur B. Winkleblack | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Laurie J. Yoler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.</i> | | | | |

Citizens Financial Group Inc.

Meeting Date: 04/28/2022

Country: USA

Ticker: CFG

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 174610105

Shares Voted: 26,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Bruce Van Saun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Lee Alexander | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Christine M. Cumming | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Kevin Cummings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director William P. Hankowsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Citizens Financial Group Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Edward J. ("Ned") Kelly, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Robert G. Leary | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Terrance J. Lillis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Michele N. Siekerka | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Shivan Subramaniam | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Christopher J. Swift | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Wendy A. Watson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Marita Zuraitis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Eliminate Supermajority Vote Requirement | Mgmt | For | For | For |

Corning Incorporated

Meeting Date: 04/28/2022

Country: USA

Ticker: GLW

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 219350105

Shares Voted: 46,906

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Donald W. Blair | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Leslie A. Brun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Stephanie A. Burns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Richard T. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Corning Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Pamela J. Craig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert F. Cummings, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Roger W. Ferguson, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Deborah A. Henretta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Daniel P. Huttenlocher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Kurt M. Landgraf | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Kevin J. Martin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Deborah D. Rieman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Hansel E. Tookes, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Wendell P. Weeks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director Mark S. Wrighton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Edison International

Meeting Date: 04/28/2022

Country: USA

Ticker: EIX

Record Date: 03/04/2022

Meeting Type: Annual

Primary Security ID: 281020107

Shares Voted: 23,152

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jeanne Beliveau-Dunn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Michael C. Camunez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Edison International

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Vanessa C.L. Chang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director James T. Morris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Timothy T. O'Toole | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Pedro J. Pizarro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Marcy L. Reed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Carey A. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Linda G. Stuntz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Peter J. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Keith Trent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

FMC Corporation

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** FMC
Record Date: 03/02/2022 **Meeting Type:** Annual
Primary Security ID: 302491303

Shares Voted: 7,882

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Pierre Brondeau | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Eduardo E. Cordeiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Carol Anthony ("John") Davidson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

FMC Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Mark Douglas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kathy L. Fortmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director C. Scott Greer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director K'Lynne Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Dirk A. Kempthorne | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Paul J. Norris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Margareth Ovrum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Robert C. Pallash | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Vincent R. Volpe, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Genuine Parts Company

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** GPC
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 372460105

Shares Voted: 8,721

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Elizabeth W. Camp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Richard Cox, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Paul D. Donahue | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Gary P. Fayard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Genuine Parts Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director P. Russell Hardin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director John R. Holder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Donna W. Hyland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director John D. Johns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Jean-Jacques Lafont | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Robert C. 'Robin' Loudermilk, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Wendy B. Needham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Juliette W. Pryor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director E. Jenner Wood, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Global Payments Inc.

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** GPN
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 37940X102

Shares Voted: 17,948

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director F. Thaddeus Arroyo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert H.B. Baldwin, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1c | Elect Director John G. Bruno | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kriss Cloninger, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |

Global Payments Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Joia M. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1f | Elect Director Ruth Ann Marshall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1g | Elect Director Connie D. McDaniel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1h | Elect Director William B. Plummer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jeffrey S. Sloan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1j | Elect Director John T. Turner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1k | Elect Director M. Troy Woods | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: CEO pay was outsized following a simultaneous increase to his annual cycle equity award and a special equity grant in FY21. Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Globe Life Inc.

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** GL
Record Date: 03/03/2022 **Meeting Type:** Annual
Primary Security ID: 37959E102

Shares Voted: 5,733

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Linda L. Addison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Marilyn A. Alexander | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Cheryl D. Alston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mark A. Blinn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Globe Life Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director James P. Brannen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Jane Buchan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Gary L. Coleman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Larry M. Hutchison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Robert W. Ingram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Steven P. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Darren M. Rebelez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Mary E. Thigpen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Healthpeak Properties, Inc.

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** PEAK
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 42250P103

Shares Voted: 32,927

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brian G. Cartwright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Christine N. Garvey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director R. Kent Griffin, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director David B. Henry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas M. Herzog | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Healthpeak Properties, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Lydia H. Kennard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Sara G. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Katherine M. Sandstrom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Intuitive Surgical, Inc.

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** ISRG
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 46120E602

Shares Voted: 21,742

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Craig H. Barratt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Joseph C. Beery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Gary S. Guthart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Amal M. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Don R. Kania | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Amy L. Ladd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Keith R. Leonard, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Alan J. Levy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jami Dover Nachtsheim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Monica P. Reed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Intuitive Surgical, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1k | Elect Director Mark J. Rubash | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.</i> | | | | |

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/28/2022

Country: USA

Ticker: JBHT

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 445658107

Shares Voted: 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Douglas G. Duncan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Francesca M. Edwardson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Wayne Garrison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Sharilyn S. Gasaway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Gary C. George | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Thad (John B., III) Hill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director J. Bryan Hunt, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Gale V. King | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director John N. Roberts, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director James L. Robo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

J.B. Hunt Transport Services, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.11 | Elect Director Kirk Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Johnson & Johnson

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** JNJ
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 478160104

Shares Voted: 160,793

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Darius Adamczyk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Mary C. Beckerle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director D. Scott Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Ian E. L. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Jennifer A. Doudna | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Joaquin Duato | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Alex Gorsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Marillyn A. Hewson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director Hubert Joly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1j | Elect Director Mark B. McClellan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1k | Elect Director Anne M. Mulcahy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1l | Elect Director A. Eugene Washington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |

Johnson & Johnson

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1m | Elect Director Mark A. Weinberger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Nadja Y. West | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt a Mandatory Arbitration Bylaw *Withdrawn Resolution* | SH | | | |
| 6 | Report on a Civil Rights, Equity, Diversity and Inclusion Audit | SH | Against | Against | Against |
| 7 | Oversee and Report a Racial Equity Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Johnson & Johnson's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.</i> | | | | |
| 8 | Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.</i> | | | | |
| 9 | Report on Public Health Costs of Limited Sharing of Vaccine Technology | SH | Against | Against | Against |
| 10 | Discontinue Global Sales of Baby Powder Containing Talc | SH | Against | Against | Against |
| 11 | Report on Charitable Contributions | SH | Against | Against | Against |
| 12 | Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing Johnson & Johnson's public policy statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.</i> | | | | |
| 13 | Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of recent litigation expenses and the continued exclusion of a similar expense from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.</i> | | | | |
| 14 | Consider Pay Disparity Between Executives and Other Employees | SH | Against | Against | Against |

Littelfuse, Inc.

Meeting Date: 04/28/2022

Country: USA

Ticker: LFUS

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 537008104

Shares Voted: 5,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kristina A. Cerniglia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Tzau-Jin Chung | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cary T. Fu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Maria C. Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Anthony Grillo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David W. Heinzmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Gordon Hunter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director William P. Noglows | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Nathan Zommer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

MGIC Investment Corporation

Meeting Date: 04/28/2022

Country: USA

Ticker: MTG

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 552848103

Shares Voted: 70,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Analisa M. Allen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Daniel A. Arrigoni | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director C. Edward Chaplin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

MGIC Investment Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Curt S. Culver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Jay C. Hartzell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Timothy A. Holt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jodeen A. Kozlak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael E. Lehman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Teresita M. Lowman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Timothy J. Mattke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Gary A. Poliner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Sheryl L. Sculley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Mark M. Zandi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Moderna, Inc.

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** MRNA
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 60770K107

Shares Voted: 21,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Noubar Afeyan | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. As the classified board structure has prevented any audit committee members from standing for re-election, WITHHOLD votes are also warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader for the approval of excessive non-audit related services by the company's auditor in the last year, which increases the potential for a conflict of interest.</i> | | | | |

Moderna, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Stephane Bancel | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. As the classified board structure has prevented any audit committee members from standing for re-election, WITHHOLD votes are also warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader for the approval of excessive non-audit related services by the company's auditor in the last year, which increases the potential for a conflict of interest.</i> | | | | |
| 1.3 | Elect Director Francois Nader | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. As the classified board structure has prevented any audit committee members from standing for re-election, WITHHOLD votes are also warranted for Noubar Afeyan, Stephane Bancel, and Francois Nader for the approval of excessive non-audit related services by the company's auditor in the last year, which increases the potential for a conflict of interest.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Although equity grants remain majority time-based, performance-based equity was introduced for the first time in FY21 and disclosure of metrics and weightings in the annual incentive program improved.</i> | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | Against |
| | <i>Voter Rationale: A vote AGAINST the ratification of the company's audit firm is warranted given that the non-audit fees are 60 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the audit firm.</i> | | | | |
| 4 | Report on the Feasibility of Transferring Intellectual Property | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.</i> | | | | |

NewMarket Corporation

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** NEU
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 651587107

Shares Voted: 1,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mark M. Gambill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Bruce C. Gottwald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Thomas E. Gottwald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Patrick D. Hanley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

NewMarket Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director H. Hiter Harris, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director James E. Rogers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Ting Xu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

NRG Energy, Inc.

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** NRG
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 629377508

Shares Voted: 14,912

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director E. Spencer Abraham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Antonio Carrillo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Matthew Carter, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lawrence S. Coben | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Heather Cox | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Elisabeth B. Donohue | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Mauricio Gutierrez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Paul W. Hobby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Alexandra Pruner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Anne C. Schaumburg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

NRG Energy, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director Thomas H. Weidemeyer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Olin Corporation

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** OLN
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 680665205

Shares Voted: 29,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Heidi S. Alderman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Beverley A. Babcock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director C. Robert Bunch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Matthew S. Darnall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Scott D. Ferguson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Earl L. Shipp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Scott M. Sutton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director William H. Weideman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director W. Anthony Will | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Carol A. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Meeting Date: 04/28/2022

Country: USA

Ticker: PFE

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 342,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ronald E. Blaylock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Albert Bourla | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Susan Desmond-Hellmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Joseph J. Echevarria | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Scott Gottlieb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Helen H. Hobbs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Susan Hockfield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Dan R. Littman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Shantanu Narayen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Suzanne Nora Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director James Quincey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director James C. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Proxy Access Right | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i> | | | | |
| 5 | Report on Congruency of Political Electioneering Expenditures with Company Values and Policies | SH | Against | Against | Against |

Pfizer Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 6 | Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.</i> | | | | | |
| 7 | Report on Board Oversight of Risks Related to Anticompetitive Practices | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of Pfizer's involvement in related controversies.</i> | | | | | |
| 8 | Report on Public Health Costs of Limited Sharing of Vaccine Technology | SH | Against | Against | Against |

Polaris Inc.

Meeting Date: 04/28/2022

Country: USA

Ticker: PII

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 731068102

Shares Voted: 12,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Bernd F. Kessler | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Lawrence D. Kingsley | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Gwynne E. Shotwell | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Public Storage

Meeting Date: 04/28/2022

Country: USA

Ticker: PSA

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 74460D109

Shares Voted: 9,265

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ronald L. Havner, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

Public Storage

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1b | Elect Director Tamara Hughes Gustavson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Leslie S. Heisz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michelle Millstone-Shroff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Shankh S. Mitra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David J. Neithercut | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Rebecca Owen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Kristy M. Pipes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Avedick B. Poladian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director John Reyes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Joseph D. Russell, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Tariq M. Shaukat | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Ronald P. Spogli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Paul S. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Eliminate Supermajority Voting Requirements to Amend the Declaration of Trust | Mgmt | For | For | For |

SailPoint Technologies Holdings, Inc.

Meeting Date: 04/28/2022

Country: USA

Ticker: SAIL

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 78781P105

SailPoint Technologies Holdings, Inc.

Shares Voted: 19,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Cam McMartin | Mgmt | For | Refer | Withhold |
| 1.2 | Elect Director Heidi M. Melin | Mgmt | For | Refer | Withhold |
| 1.3 | Elect Director James M. Pflaging | Mgmt | For | Refer | Withhold |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |

Sensient Technologies Corporation

Meeting Date: 04/28/2022

Country: USA

Ticker: SXT

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 81725T100

Shares Voted: 8,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Joseph Carleone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.2 | Elect Director Mario Ferruzzi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.3 | Elect Director Carol R. Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.4 | Elect Director Sharad P. Jain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.5 | Elect Director Donald W. Landry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.6 | Elect Director Paul Manning | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.7 | Elect Director Deborah McKeithan-Gebhardt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.8 | Elect Director Scott C. Morrison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.9 | Elect Director Elaine R. Wedral | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.10 | Elect Director Essie Whitelaw | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |

Sensient Technologies 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Snap-on Incorporated

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** SNA
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 833034101

Shares Voted: 3,296

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David C. Adams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Karen L. Daniel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ruth Ann M. Gillis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director James P. Holden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Nathan J. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Henry W. Knueppel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director W. Dudley Lehman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Nicholas T. Pinchuk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Gregg M. Sherrill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Donald J. Stebbins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Texas Instruments Incorporated

Meeting Date: 04/28/2022

Country: USA

Ticker: TXN

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 882508104

Shares Voted: 56,354

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mark A. Blinn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Todd M. Bluedorn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Janet F. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Carrie S. Cox | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Martin S. Craighead | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jean M. Hobby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Michael D. Hsu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Haviv Ilan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Ronald Kirk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Pamela H. Patsley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Robert E. Sanchez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Richard K. Templeton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.</i> | | | | |

The Goldman Sachs Group, Inc.

Meeting Date: 04/28/2022

Country: USA

Ticker: GS

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 38141G104

Shares Voted: 20,589

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Michele Burns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1b | Elect Director Drew Faust | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Mark Flaherty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kimberley Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ellen Kullman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1f | Elect Director Lakshmi Mittal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1g | Elect Director Adebayo Ogunesi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1h | Elect Director Peter Oppenheimer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1i | Elect Director David Solomon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i> | | | | |

The Goldman Sachs Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director Jan Tighe | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i></p> | | | | | |
| 1k | Elect Director Jessica Uhl | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i></p> | | | | | |
| 1l | Elect Director David Viniar | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i></p> | | | | | |
| 1m | Elect Director Mark Winkelman | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark Winkelman is warranted, with caution. Although certain concerns are raised regarding GS's climate risk-related actions, these are not considered to rise to a level of concern that would imply that Kullman and Winkelman's service as directors is no longer warranted. A vote FOR the other director nominees is warranted.</i></p> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Charitable Contributions | SH | Against | Against | Against |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |
| 6 | Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario | SH | Against | Against | Against |
| 7 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p> | | | | | |

Valero Energy Corporation

Meeting Date: 04/28/2022

Country: USA

Ticker: VLO

Record Date: 03/03/2022

Meeting Type: Annual

Primary Security ID: 91913Y100

Shares Voted: 25,016

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|-----------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Fred M. Diaz | Mgmt | For | For | For |
| <p><i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i></p> | | | | | |

Valero Energy Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director H. Paulett Eberhart | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Joseph W. Gorder | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kimberly S. Greene | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Deborah P. Majoras | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Eric D. Mullins | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Donald L. Nickles | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Philip J. Pfeiffer | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Robert A. Profusek | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Randall J. Weisenburger | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Rayford Wilkins, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR Joseph Gorder and Robert Profusek are warranted, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. Shareholders should monitor the board's responsiveness to the shareholder proposal on adopting GHG emissions reduction targets. A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Valero Energy Corporation

| 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 |
| <p><i>Voter Rationale: A vote AGAINST this proposal is warranted. CEO pay increased in FY21, primarily driven by a larger equity grant. Long-term incentives are half performance based; however, one-third of performance equity can be earned after just a one-year performance period. Further, performance equity continues to target merely median TSR, a goal that is not considered to be particularly rigorous, and vesting is not capped if absolute TSR is negative. Lastly, investors are advised to monitor the new ESG modifiers in the long-term incentive program, which have resulted in maximum-level adjustments to both of the completed cycles where the modifiers have been applied.</i></p> | | | | | |
| 4 | Disclose Climate Action Plan and GHG Emissions Reduction Targets | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i></p> | | | | | |

Webster Financial Corporation

Meeting Date: 04/28/2022 **Country:** USA **Ticker:** WBS
Record Date: 03/03/2022 **Meeting Type:** Annual
Primary Security ID: 947890109

Shares Voted: 37,314

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director William L. Atwell | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Mona Aboelnaga Kanaan | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director John R. Ciulla | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director John P. Cahill | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director E. Carol Hayles | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1f | Elect Director Linda H. Ianieri | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1g | Elect Director Jack L. Kopnisky | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1h | Elect Director James J. Landy | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1i | Elect Director Maureen B. Mitchell | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1j | Elect Director Laurence C. Morse | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |

Webster Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director Karen R. Osar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Richard O'Toole | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Mark Pettie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Lauren C. States | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director William E. Whiston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Abbott Laboratories

Meeting Date: 04/29/2022

Country: USA

Ticker: ABT

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 108,302

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert J. Alpern | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Sally E. Blount | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Robert B. Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Paola Gonzalez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Michelle A. Kumbier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Darren W. McDew | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Nancy McKinstry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director William A. Osborn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Abbott Laboratories

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.9 | Elect Director Michael F. Roman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Daniel J. Starks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director John G. Stratton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Glenn F. Tilton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i> | | | | |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |
| 6 | Adopt Policy on 10b5-1 Plans | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR the proposal is warranted. The proposed safeguards would improve the principles of the 10b5-1 plans held by the company and are not considered overly burdensome.</i> | | | | |
| 7 | Report on Lobbying Payments and Policy | SH | Against | Against | Against |
| 8 | Report on Public Health Costs of Antimicrobial Resistance | SH | Against | Against | Against |

Bank of Hawaii Corporation

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** BOH
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 062540109

Shares Voted: 8,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director S. Haunani Apoliona | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Mark A. Burak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director John C. Erickson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Joshua D. Feldman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Bank of Hawaii Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Peter S. Ho | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Michelle E. Hulst | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Kent T. Lucien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Elliot K. Mills | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Alicia E. Moy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Victor K. Nichols | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Barbara J. Tanabe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Dana M. Tokioka | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Raymond P. Vara, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Robert W. Wo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Corteva, Inc.

Meeting Date: 04/29/2022

Country: USA

Ticker: CTVA

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 22052L104

Shares Voted: 44,847

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Lamberto Andreotti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Klaus A. Engel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director David C. Everitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Corteva, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Janet P. Giesselman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Karen H. Grimes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael O. Johanns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Rebecca B. Liebert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Marcos M. Lutz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Charles V. Magro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Nayaki R. Nayyar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Gregory R. Page | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Kerry J. Preete | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Patrick J. Ward | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Coterra Energy Inc.

Meeting Date: 04/29/2022

Country: USA

Ticker: CTRA

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 127097103

Shares Voted: 49,592

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Dorothy M. Ables | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert S. Boswell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Amanda M. Brock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Coterra Energy Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Dan O. Dinges | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Paul N. Eckley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Hans Helmerich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Thomas E. Jordan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Lisa A. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Frances M. Vallejo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Marcus A. Watts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Annual incentives and granted equity for legacy Cabot Oil NEOs were predominantly based on pre-set objective metrics. Additionally, while the combined company granted the current CEO and certain other NEOs, each former Cimarex NEOs, entirely time-based equity post-merger, equity grants will revert to majority performance-based starting in 2022. However, the company materially amended the employment agreement and change-in-control agreement with its former CEO, who remains as executive chairman, without removing entitlements to excise tax gross-up payments. As such, a vote AGAINST this proposal is warranted.</i> | | | | |

DISH Network Corporation

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** DISH
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 25470M109

Shares Voted: 15,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kathleen Q. Abernathy | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco, and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. Votes FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director George R. Brokaw | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco, and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. Votes FOR the remaining director nominees is warranted.</i> | | | | |

DISH Network Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|-----------------------------------|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director W. Erik Carlson | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco, and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. Votes FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.4 | Elect Director James DeFranco | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco, and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. Votes FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.5 | Elect Director Cantey M. Ergen | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco, and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. Votes FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.6 | Elect Director Charles W. Ergen | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco, and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. Votes FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.7 | Elect Director Tom A. Ortolf | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco, and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. Votes FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.8 | Elect Director Joseph T. Proietti | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, W. Erik Carlson, James DeFranco, and Cantey (Candy) Ergen for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Kathleen Abernathy for lack of diversity on the board. Votes FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> | | | | | |
| 3 | Report on Political Contributions | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.</i></p> | | | | | |

Graco Inc.

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** GGG
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 384109104

Shares Voted: 35,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Eric P. Etchart | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |

Graco Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Jody H. Feragen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director J. Kevin Gilligan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

JBG SMITH Properties

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** JBGS
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 46590V100

Shares Voted: 22,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Phyllis R. Caldwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Scott A. Estes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Alan S. Forman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michael J. Glosserman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Charles E. Haldeman, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director W. Matthew Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Alisa M. Mall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Carol A. Melton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director William J. Mulrow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director D. Ellen Shuman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Robert A. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

JBG SMITH Properties

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| <i>Voter Rationale: NEOs received sizable special awards within three years of a prior special grant, of which half vests solely over time and the remainder vests based on stock price goals that do not require long-term sustained share price appreciation or relative outperformance.</i> | | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Kellogg Company

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** K
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 487836108

Shares Voted: 15,640

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Rod Gillum | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Mary Laschinger | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Erica Mann | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1d | Elect Director Carolyn Tastad | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Consider Pay Disparity Between CEO and Other Employees | SH | Against | Against | Against |

Leidos Holdings, Inc.

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** LDOS
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 525327102

Shares Voted: 8,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gregory R. Dahlberg | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

Leidos Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director David G. Fubini | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Miriam E. John | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert C. Kovarik, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Harry M. J. Kraemer, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Roger A. Krone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Gary S. May | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Surya N. Mohapatra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Patrick M. Shanahan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Robert S. Shapard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Susan M. Stalnecker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Noel B. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

NorthWestern Corporation

Meeting Date: 04/29/2022

Country: USA

Ticker: NWE

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 668074305

Shares Voted: 10,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Anthony T. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Dana J. Dykhouse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

NorthWestern Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Jan R. Horsfall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Britt E. Ide | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Linda G. Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Robert C. Rowe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Mahvash Yazdi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Jeffrey W. Yingling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Other Business | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i> | | | | |

PS Business Parks, Inc.

Meeting Date: 04/29/2022

Country: USA

Ticker: PSB

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 69360J107

Shares Voted: 4,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ronald L. Havner, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Maria R. Hawthorne | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jennifer Holden Dunbar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director M. Christian Mitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Irene H. Oh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Kristy M. Pipes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

PS Business Parks, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1g | Elect Director Gary E. Pruitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert S. Rollo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Joseph D. Russell, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Peter Schultz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Stephen W. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted given that the plan has liberal change-in-control ("CIC") vesting risk (overriding factor).</i> | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Regency Centers Corporation

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** REG
Record Date: 03/10/2022 **Meeting Type:** Annual
Primary Security ID: 758849103

Shares Voted: 9,350

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Martin E. Stein, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Bryce Blair | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director C. Ronald Blankenship | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Deirdre J. Evens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas W. Furphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Karin M. Klein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Peter D. Linneman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Regency Centers Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director David P. O'Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Lisa Palmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director James H. Simmons, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Thomas G. Wattles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Saia, Inc.

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** SAIA
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 78709Y105

Shares Voted: 5,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kevin A. Henry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Frederick J. Holzgrefe, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Donald R. James | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Richard D. O'Dell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Eliminate Supermajority Vote Requirement | Mgmt | For | For | For |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Teleflex Incorporated

Meeting Date: 04/29/2022 **Country:** USA **Ticker:** TFX
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 879369106

Teleflex Incorporated

Shares Voted: 2,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John C. Heinmiller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Andrew A. Krakauer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Neena M. Patil | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4A | Approve the Amended and Restated Bylaws for the Phased-In Declassification of the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 4B | Approve the Amended and Restated Certificate of Incorporation for the Phased-In Declassification of the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 5 | Adopt Simple Majority Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i> | | | | |

The Boeing Company

Meeting Date: 04/29/2022

Country: USA

Ticker: BA

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 097023105

Shares Voted: 33,695

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robert A. Bradway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director David L. Calhoun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Lynne M. Doughtie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lynn J. Good | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Boeing Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Stayce D. Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Akhil Johri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director David L. Joyce | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Lawrence W. Kellner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Steven M. Mollenkopf | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director John M. Richardson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Ronald A. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 5 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i> | | | | |
| 6 | Report on Charitable Contributions | SH | Against | Against | Against |
| 7 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as decreasing the ownership threshold required to call a special meeting from 25 percent to 10 percent would enhance shareholder rights, while still ensuring that the required aggregate investment is high enough to minimize the likelihood of abuse of the right.</i> | | | | |
| 8 | Report on Net Zero Indicator | SH | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from increased transparency regarding alignment with the Paris Agreement through compliance with Net Zero Indicator criteria. The board also unanimously supports this proposal.</i> | | | | |

Zions Bancorporation, N.A.

Meeting Date: 04/29/2022

Country: USA

Ticker: ZION

Record Date: 02/24/2022

Meeting Type: Annual

Primary Security ID: 989701107

Zions Bancorporation, N.A.

Shares Voted: 9,872

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Maria Contreras-Sweet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Gary L. Crittenden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director Suren K. Gupta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1D | Elect Director Claire A. Huang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1E | Elect Director Vivian S. Lee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1F | Elect Director Scott J. McLean | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1G | Elect Director Edward F. Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1H | Elect Director Stephen D. Quinn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director Harris H. Simmons | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1J | Elect Director Aaron B. Skonnard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1K | Elect Director Barbara A. Yastine | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Berkshire Hathaway Inc.

Meeting Date: 04/30/2022

Country: USA

Ticker: BRK.B

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 084670702

Shares Voted: 113,257

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Warren E. Buffett | Mgmt | For | For | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.2 | Elect Director Charles T. Munger | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.3 | Elect Director Gregory E. Abel | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.4 | Elect Director Howard G. Buffett | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.5 | Elect Director Susan A. Buffett | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.6 | Elect Director Stephen B. Burke | Mgmt | For | Refer | Withhold |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |

Berkshire Hathaway Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Kenneth I. Chenault | Mgmt | For | Refer | Withhold |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.8 | Elect Director Christopher C. Davis | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.9 | Elect Director Susan L. Decker | Mgmt | For | Refer | Withhold |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.10 | Elect Director David S. Gottesman | Mgmt | For | Refer | Withhold |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.11 | Elect Director Charlotte Guyman | Mgmt | For | Refer | Withhold |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.12 | Elect Director Ajit Jain | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |

Berkshire Hathaway Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.13 | Elect Director Ronald L. Olson | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.14 | Elect Director Wallace R. Weitz | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 1.15 | Elect Director Meryl B. Witmer | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p> | | | | |
| 2 | Require Independent Board Chair | SH | Against | For | For |
| | <p><i>Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional independent oversight via an independent board chair. There are concerns over the company's governance structure and practices, the lack of detail provided for the lead director role, and the expected board leadership structure following the inevitable succession process does not lessen the necessity of additional independent oversight at this time.</i></p> | | | | |
| 3 | Report on Climate-Related Risks and Opportunities | SH | Against | For | For |
| | <p><i>Voter Rationale: A vote FOR this resolution is warranted, as an assessment of the company's management of climate-related risks and opportunities would allow shareholders to better understand how the company is managing systemic risks posed by climate change and the transition to a low carbon economy.</i></p> | | | | |
| 4 | Report on GHG Emissions Reduction Targets | SH | Against | For | For |
| | <p><i>Voter Rationale: A vote FOR this proposal is warranted at this time because: - the requested report would allow shareholders to better evaluate how the company is managing emissions from Berkshire's insurance group, - the company is lagging its peers which have made public commitments, and - the report may help the company prepare for future climate regulations.</i></p> | | | | |
| 5 | Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics | SH | Against | For | For |
| | <p><i>Voter Rationale: A vote FOR this resolution is warranted due to: - the absence of information regarding comprehensive company diversity-related policies, programs or metrics; and - the potential benefits for shareholders of increased reporting of diversity-related efforts and program effectiveness.</i></p> | | | | |

Aflac Incorporated

Meeting Date: 05/02/2022

Country: USA

Ticker: AFL

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 001055102

Aflac Incorporated

Shares Voted: 37,706

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Daniel P. Amos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director W. Paul Bowers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Arthur R. Collins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Toshihiko Fukuzawa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas J. Kenny | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Georgette D. Kiser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Karole F. Lloyd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Nobuchika Mori | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Joseph L. Moskowitz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Barbara K. Rimer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Katherine T. Rohrer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Eli Lilly and Company

Meeting Date: 05/02/2022

Country: USA

Ticker: LLY

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 532457108

Shares Voted: 48,508

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ralph Alvarez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Eli Lilly and Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Kimberly H. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Juan R. Luciano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 5 | Eliminate Supermajority Voting Provisions | Mgmt | For | For | For |
| 6 | Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws | Mgmt | For | For | For |
| 7 | Require Independent Board Chair | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. The lead director is seemingly not appointed solely by the independent directors. In addition, the proponent raises a compelling argument that Eli Lilly would be best served by adopting an independent chair policy in light of potentially material legal and reputational risks facing the company, particularly around drug pricing, further suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair.</i> | | | | |
| 8 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i> | | | | |
| 9 | Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.</i> | | | | |
| 10 | Report on Board Oversight of Risks Related to Anticompetitive Pricing Strategies | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the company faces substantial controversies over anticompetitive practices and the requested proposal may provide shareholders with valuable information and help the company address these risks.</i> | | | | |

Paycom Software, Inc.

Meeting Date: 05/02/2022

Country: USA

Ticker: PAYC

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 70432V102

Shares Voted: 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Jason D. Clark | Mgmt | For | Refer | |

Paycom Software, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i></p> | | | | | |
| 1.2 | Elect Director Henry C. Duques | Mgmt | For | Refer | |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i></p> | | | | | |
| 1.3 | Elect Director Chad Richison | Mgmt | For | Refer | |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i></p> | | | | | |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | |
| <p><i>Voter Rationale: A vote AGAINST this proposal is warranted. Although pay and performance are reasonably aligned for the year under review, the compensation committee has not demonstrated sufficient responsiveness to last year's failed say-on-pay vote. After two consecutive failed say-on-pay votes and a lack of majority support for a compensation committee member, the compensation committee does not appear to have taken meaningful action to address shareholders' concerns.</i></p> | | | | | |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | |

PotlatchDeltic Corporation

Meeting Date: 05/02/2022 **Country:** USA **Ticker:** PCH
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 737630103

Shares Voted: 13,852

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Anne L. Alonzo | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Michael J. Covey | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director R. Hunter Pierson, Jr. | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Amend Restricted Stock Plan | Mgmt | For | For | For |

TopBuild Corp.

Meeting Date: 05/02/2022

Country: USA

Ticker: BLD

Record Date: 03/03/2022

Meeting Type: Annual

Primary Security ID: 89055F103

Shares Voted: 6,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alec C. Covington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ernesto Bautista, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert M. Buck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joseph S. Cantie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Tina M. Donikowski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Mark A. Petrarca | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Nancy M. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers 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 |

Albemarle Corporation

Meeting Date: 05/03/2022

Country: USA

Ticker: ALB

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 012653101

Shares Voted: 7,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 2a | Elect Director Mary Lauren Brlas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2b | Elect Director Ralf H. Cramer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Albemarle Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2c | Elect Director J. Kent Masters, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2d | Elect Director Glenda J. Minor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2e | Elect Director James J. O'Brien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2f | Elect Director Diarmuid B. O'Connell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2g | Elect Director Dean L. Seavers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2h | Elect Director Gerald A. Steiner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2i | Elect Director Holly A. Van Deursen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2j | Elect Director Alejandro D. Wolff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

American Express Company

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** AXP
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 025816109

Shares Voted: 39,263

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas J. Baltimore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Charlene Barshefsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John J. Brennan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Peter Chernin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ralph de la Vega | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

American Express Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Michael O. Leavitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Theodore J. Leonsis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Karen L. Parkhill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Charles E. Phillips | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Lynn A. Pike | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Stephen J. Squeri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Daniel L. Vasella | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Lisa W. Wardell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Christopher D. Young | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | Against | Against |

Baxter International Inc.

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** BAX
Record Date: 03/11/2022 **Meeting Type:** Annual

Primary Security ID: 071813109

Shares Voted: 30,561

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jose (Joe) E. Almeida | Mgmt | For | For | For |
| 1b | Elect Director Thomas F. Chen | Mgmt | For | For | For |
| 1c | Elect Director Peter S. Hellman | Mgmt | For | For | For |
| 1d | Elect Director Michael F. Mahoney | Mgmt | For | For | For |
| 1e | Elect Director Patricia B. Morrison | Mgmt | For | For | For |
| 1f | Elect Director Stephen N. Oesterle | Mgmt | For | For | For |

Baxter International Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director Nancy M. Schlichting | Mgmt | For | For | For |
| 1h | Elect Director Cathy R. Smith | Mgmt | For | For | For |
| 1i | Elect Director Albert P.L. Stroucken | Mgmt | For | For | For |
| 1j | Elect Director Amy A. Wendell | Mgmt | For | For | For |
| 1k | Elect Director David S. Wilkes | 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 | Provide Right to Act by Written Consent | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Special Shareholder Meetings to 15% | Mgmt | For | For | For |
| 6 | Reduce Ownership Threshold for Special Shareholder Meetings to 10% | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 5 is approved) to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.</i></p> | | | | | |
| 7 | Require Independent Board Chair | SH | Against | Against | Against |

Bristol-Myers Squibb Company

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** BMY
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 110122108

Shares Voted: 135,734

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--------------------------------------|-----------|----------|-------------------|------------------|
| 1A | Elect Director Peter J. Arduini | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1B | Elect Director Giovanni Caforio | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1C | Elect Director Julia A. Haller | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1D | Elect Director Manuel Hidalgo Medina | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1E | Elect Director Paula A. Price | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1F | Elect Director Derica W. Rice | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |

Bristol-Myers Squibb Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1G | Elect Director Theodore R. Samuels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1H | Elect Director Gerald L. Storch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director Karen H. Vousden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1J | Elect Director Phyllis R. Yale | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 15 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i> | | | | |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this non-binding proposal is warranted, as shareholders would benefit from the most robust form of independent board oversight, in the form of an independent chair, at the next CEO transition.</i> | | | | |

Ceridian HCM Holding Inc.

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** CDAY
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 15677J108

Shares Voted: 8,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Brent B. Bickett | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Brent Bickett and Ronald Clarke given the limited responsiveness to last year's failed say-on-pay vote. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Ronald F. Clarke | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Brent Bickett and Ronald Clarke given the limited responsiveness to last year's failed say-on-pay vote. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ganesh B. Rao | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Brent Bickett and Ronald Clarke given the limited responsiveness to last year's failed say-on-pay vote. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Leigh E. Turner | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for compensation committee members Brent Bickett and Ronald Clarke given the limited responsiveness to last year's failed say-on-pay vote. A vote FOR the other director nominees is warranted.</i> | | | | |

Ceridian HCM Holding Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| <p><i>Voter Rationale: While pay and performance appear reasonably aligned at this time, some concerns are raised regarding incentive program actions and structures in FY21 and for FY22. While performance shares were introduced in FY21, performance is measured over a one-year period with the same metrics and goal as the annual incentive program. The compensation program therefore lacks a true long-term performance aspect and risks providing significant payouts for short-term performance. Continued monitoring of pay outcomes in FY22 is also warranted as the company implements a co-CEO leadership structure. Moreover, the compensation committee has demonstrated only limited responsiveness to last year's failed say-on-pay vote. While the company has committed to certain additional compensation program changes in FY22, some of the responsive actions were known to shareholders prior to the 2021 annual meeting and do not meaningfully address all of shareholders' concerns. Given this insufficient responsiveness, a vote AGAINST this proposal is warranted.</i></p> | | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Edwards Lifesciences Corporation

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** EW
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 28176E108

Shares Voted: 38,030

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kieran T. Gallahue | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.2 | Elect Director Leslie S. Heisz | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Paul A. LaViolette | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.4 | Elect Director Steven R. Loranger | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.5 | Elect Director Martha H. Marsh | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.6 | Elect Director Michael A. Mussallem | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.7 | Elect Director Ramona Sequeira | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.8 | Elect Director Nicholas J. Valeriani | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Edwards Lifesciences Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.

Evergy, Inc.

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** EVRG
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 30034W106

Shares Voted: 14,050

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1A | Elect Director David A. Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1B | Elect Director Thomas D. Hyde | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1C | Elect Director B. Anthony Isaac | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1D | Elect Director Paul M. Keglevic | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1E | Elect Director Mary L. Landrieu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1F | Elect Director Sandra A.J. Lawrence | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1G | Elect Director Ann D. Murtlow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1H | Elect Director Sandra J. Price | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1I | Elect Director Mark A. Ruelle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1J | Elect Director James Scarola | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1K | Elect Director S. Carl Soderstrom, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1L | Elect Director C. John Wilder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Evergy, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Expeditors International of Washington, Inc.

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** EXPD
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 302130109

Shares Voted: 10,350

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Glenn M. Alger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Robert P. Carlile | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director James M. DuBois | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mark A. Emmert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Diane H. Gulyas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Jeffrey S. Musser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Brandon S. Pedersen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Liane J. Pelletier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Olivia D. Polius | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Political Contributions and Expenditures | SH | Against | Against | Against |

Fortune Brands Home & Security, Inc.

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** FBHS
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 34964C106

Fortune Brands Home & Security, Inc.

Shares Voted: 8,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Susan S. Kilsby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Amit Banati | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Irial Finan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Omnibus Stock Plan | Mgmt | For | For | For |

Hubbell Incorporated

Meeting Date: 05/03/2022

Country: USA

Ticker: HUBB

Record Date: 03/04/2022

Meeting Type: Annual

Primary Security ID: 443510607

Shares Voted: 11,287

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Gerben W. Bakker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Carlos M. Cardoso | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Anthony J. Guzzi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Rhett A. Hernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Neal J. Keating | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Bonnie C. Lind | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director John F. Malloy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Jennifer M. Pollino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Hubbell Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.9 | Elect Director John G. Russell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Huntington Ingalls Industries, Inc.

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** HII
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 446413106

Shares Voted: 2,430

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Philip M. Bilden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Augustus L. Collins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Kirkland H. Donald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Victoria D. Harker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Frank R. Jimenez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Christopher D. Kastner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Anastasia D. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Tracy B. McKibben | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Stephanie L. O'Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director C. Michael Petters | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Thomas C. Schivelbein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director John K. Welch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Huntington Ingalls Industries, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.13 | Elect Director Stephen R. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings</i> | | | | |

OmnicomGroup Inc.

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** OMC
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 681919106

Shares Voted: 13,134

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John D. Wren | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Mary C. Choksi | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Leonard S. Coleman, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mark D. Gerstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Ronnie S. Hawkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Deborah J. Kissire | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |

OmnicomGroup Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Gracia C. Martore | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Patricia Salas Pineda | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Linda Johnson Rice | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Valerie M. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A cautionary FOR vote is warranted for Audit Committee Chair Mary Choksi. The company was partially responsive to last year's majority-supported shareholder proposal requesting greater disclosure on political contributions and policies. A vote FOR the other director nominees is warranted.</i> | | | | |
| 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 Political Contributions and Expenditures | SH | Against | Against | Against |

Physicians Realty Trust

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** DOC
Record Date: 02/24/2022 **Meeting Type:** Annual
Primary Security ID: 71943U104

Shares Voted: 43,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John T. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Tommy G. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Stanton D. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mark A. Baumgartner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Albert C. Black, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director William A. Ebinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Physicians Realty Trust

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Pamela J. Kessler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Ava E. Lias-Booker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Richard A. Weiss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

Pool Corporation

Meeting Date: 05/03/2022 **Country:** USA **Ticker:** POOL
Record Date: 03/15/2022 **Meeting Type:** Annual

Primary Security ID: 73278L105

Shares Voted: 2,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peter D. Arvan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Martha 'Marty' S. Gervasi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Timothy M. Graven | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Debra S. Oler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Manuel J. Perez de la Mesa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Harlan F. Seymour | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Robert C. Sledd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director John E. Stokely | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director David G. Whalen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Pool 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 |

Selective Insurance Group, Inc.

Meeting Date: 05/03/2022

Country: USA

Ticker: SIGI

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 816300107

Shares Voted: 12,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ainar D. Aijala, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Lisa Rojas Bacus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John C. Burville | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Terrence W. Cavanaugh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Wole C. Coaxum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert Kelly Doherty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director John J. Marchioni | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Thomas A. McCarthy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stephen C. Mills | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director H. Elizabeth Mitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Michael J. Morrissey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Cynthia S. Nicholson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director William M. Rue | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Selective Insurance Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1n | Elect Director John S. Scheid | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director J. Brian Thebault | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1p | Elect Director Philip H. Urban | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

AptarGroup, Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** ATR
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 038336103

Shares Voted: 13,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Giovanna Kampouri Monnas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Isabel Marey-Semper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Stephan B. Tanda | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Brown & Brown, Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** BRO
Record Date: 02/28/2022 **Meeting Type:** Annual
Primary Security ID: 115236101

Shares Voted: 14,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director J. Hyatt Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Brown & Brown, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Hugh M. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director J. Powell Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Lawrence L. Gellerstedt, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director James C. Hays | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Theodore J. Hoepner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director James S. Hunt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Toni Jennings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Timothy R.M. Main | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director H. Palmer Proctor, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Wendell S. Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Chilton D. Varner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Brunswick Corporation

Meeting Date: 05/04/2022

Country: USA

Ticker: BC

Record Date: 03/10/2022

Meeting Type: Annual

Primary Security ID: 117043109

Shares Voted: 16,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Nancy E. Cooper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director David C. Everitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Brunswick Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Reginald Fils-Aime | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lauren P. Flaherty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director David M. Foulkes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Joseph W. McClanathan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director David V. Singer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director J. Steven Whisler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Roger J. Wood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director MaryAnn Wright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Carlisle Companies Incorporated

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** CSL
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 142339100

Shares Voted: 11,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robin J. Adams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jonathan R. Collins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director D. Christian Koch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Amend Votes Per Share of Existing Stock | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

Carlisle Companies Incorporated

| 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 |

CME Group Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** CME
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 12572Q105

Shares Voted: 21,935

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Terrence A. Duffy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Timothy S. Bitsberger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Charles P. Carey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Dennis H. Chookaszian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Bryan T. Durkin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Ana Dutra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Ana Dutra is warranted for serving as a director on more than five public company boards.</i> | | | | |
| 1g | Elect Director Martin J. Gepsman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Larry G. Gerdes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Daniel R. Glickman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Daniel G. Kaye | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Phyllis M. Lockett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Deborah J. Lucas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Terry L. Savage | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

CME Group Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1n | Elect Director Rahael Seifu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director William R. Shepard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1p | Elect Director Howard J. Siegel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1q | Elect Director Dennis A. Suskind | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. The company provided the CEO with a \$5 million discretionary bonus in connection with extending the term of his employment agreement for one year, and the proxy does not disclose any clawback or repayment provisions if he were to resign or retire. Furthermore, the annual pay program's goal setting is concerning. The financial metric target used in the annual bonus was set below the prior year's actual performance for the third consecutive year without a compelling rationale disclosed or a corresponding reduction in pay opportunity. Goal setting concerns also exist in the LTI program, as performance equity merely targets median performance.</i> | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | |
| 5 | Amend Non-Employee Director Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that: • The shareholder value transfer appears to be within a reasonable range; • The plan does not allow for repricing of stock options without prior shareholder approval; and • The equity burn rate is reasonable.</i> | | | | |
| 6 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that: • The purchase price is reasonable; • The number of shares reserved is reasonable; and • The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code</i> | | | | |

Cognex Corporation

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** CGNX
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 192422103

Shares Voted: 36,456

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Anthony Sun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Robert J. Willett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Cognex Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Marjorie T. Sennett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

CSX Corporation

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** CSX
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 126408103

Shares Voted: 137,718

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Donna M. Alvarado | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Thomas P. Bostick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director James M. Foote | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Steven T. Halverson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Paul C. Hilal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David M. Moffett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Linda H. Riefler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Suzanne M. Vautrinot | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James L. Wainscott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director J. Steven Whisler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director John J. Zillmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

CSX Corporation

| 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 |

Voter Rationale: A vote AGAINST this proposal is warranted. The committee used discretion for the second consecutive year to increase the CEO's annual incentive payout. While the FY20 adjustment was clearly explained and related to the COVID-19 pandemic, this year's proxy provided limited rationale regarding the committee's decision to again use discretion to increase payouts. Further, FY20 bonuses remained below target opportunities, while the FY21 adjustment increased the payout to maximum-level. This also came in the same year as an increase to the CEO's salary and bonus target. Many investors may question the decision to use discretion to adjust payouts in consecutive years, particularly with limited rationale.

Essent Group Ltd.

Meeting Date: 05/04/2022 **Country:** Bermuda **Ticker:** ESNT
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: G3198U102

Shares Voted: 23,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert Glanville | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Angela L. Heise | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Allan Levine | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers 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 |

Essential Utilities, Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** WTRG
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 29670G102

Shares Voted: 46,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Elizabeth B. Amato | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director David A. Ciesinski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Essential Utilities, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Christopher H. Franklin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Daniel J. Hilferty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Edwina Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Ellen T. Ruff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Lee C. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Christopher C. Womack | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify the Amendment to the Bylaws to Require Shareholder Disclosure of Certain Derivative Securities Holdings | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Eversource Energy

Meeting Date: 05/04/2022

Country: USA

Ticker: ES

Record Date: 03/09/2022

Meeting Type: Annual

Primary Security ID: 30040W108

Shares Voted: 21,016

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Cotton M. Cleveland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director James S. DiStasio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Francis A. Doyle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Linda Dorcena Forry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Gregory M. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director James J. Judge | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Eversource Energy

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director John Y. Kim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Kenneth R. Leibler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director David H. Long | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Joseph R. Nolan, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director William C. Van Faasen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Frederica M. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Federal Realty Investment Trust

Meeting Date: 05/04/2022

Country: USA

Ticker: FRT

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 313745101

Shares Voted: 4,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David W. Faeder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Elizabeth I. Holland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Nicole Y. Lamb-Hale | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Anthony P. Nader, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Mark S. Ordan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Gail P. Steinel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Donald C. Wood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Federal Realty Investment Trust

| 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 | Ratify Grant Thornton, LLP as Auditors | Mgmt | For | For | For |

First Industrial Realty Trust, Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** FR
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 32054K103

Shares Voted: 26,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Peter E. Baccile | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Teresa Bryce Bazemore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Matthew S. Dominski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director H. Patrick Hackett, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Denise A. Olsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director John E. Rau | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Marcus L. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

General Dynamics Corporation

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** GD
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 369550108

Shares Voted: 14,214

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director James S. Crown | Mgmt | For | For | For |

General Dynamics Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Rudy F. deLeon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cecil D. Haney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Mark M. Malcolm | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director James N. Mattis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Phebe N. Novakovic | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director C. Howard Nye | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Catherine B. Reynolds | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Laura J. Schumacher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Robert K. Steel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director John G. Stratton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Peter A. Wall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.</i> | | | | |
| 5 | Report on Human Rights Due Diligence | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted at this time because shareholders would likely benefit from more disclosure on how the company evaluates and mitigates any human rights impacts from the sale of its weapons and other lethal products.</i> | | | | |

General Electric Company

Meeting Date: 05/04/2022

Country: USA

Ticker: GE

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 369604301

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Stephen Angel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Sebastien Bazin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ashton Carter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director H. Lawrence Culp, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Francisco D'Souza | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Edward Garden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Isabella Goren | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Thomas Horton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Risa Lavizzo-Mourey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Catherine Lesjak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Tomislav Mihaljevic | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Paula Rospot Reynolds | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Leslie Seidman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The compensation committee was sufficiently responsive to last year's failed say-on-pay vote by lowering the CEO's FY22 equity grant by \$10 million and making a commitment not to similarly adjust performance metrics for previously granted awards. However, pay-for-performance concerns are raised for the year in review. The committee made a sizable adjustment to free cash flow for FY21, which appears to affect the performance metrics for both the short- and long-term incentive awards, and the adjustment is not well-explained. In addition, long-term incentive awards shifted from a three-year performance period to a single, annual performance period for the two primary metrics.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Approve Cessation of All Executive Stock Option and Bonus Programs | SH | Against | Against | Against |

General Electric Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i></p> | | | | | |
| 7 | Approve Nomination of Employee Representative Director | SH | Against | Against | Against |

Gilead Sciences, Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** GILD
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 375558103

Shares Voted: 76,626

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jacqueline K. Barton | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Jeffrey A. Bluestone | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director Sandra J. Horning | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director Kelly A. Kramer | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director Kevin E. Lofton | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1f | Elect Director Harish Manwani | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1g | Elect Director Daniel P. O'Day | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1h | Elect Director Javier J. Rodriguez | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1i | Elect Director Anthony Welters | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |

Gilead Sciences, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 6 | Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates | SH | Against | Against | Against |
| 7 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i> | | | | | |
| 8 | Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this resolution is warranted, as more comprehensive information on Gilead's public policy positions and the congruence between those positions and those of its lobbying partners would benefit shareholders in assessing its management of related risks.</i> | | | | | |
| 9 | Report on Board Oversight of Risks Related to Anticompetitive Practices | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of Gilead's involvement in related controversies.</i> | | | | | |

International Flavors & Fragrances Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** IFF
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 459506101

Shares Voted: 15,177

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kathryn J. Boor | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1b | Elect Director Edward D. Breen | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1c | Elect Director Barry A. Bruno | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1d | Elect Director Frank Clyburn | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1e | Elect Director Carol Anthony (John) Davidson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1f | Elect Director Michael L. Ducker | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1g | Elect Director Roger W. Ferguson, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1h | Elect Director John F. Ferraro | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |

International Flavors & Fragrances Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Christina Gold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ilene Gordon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Matthias J. Heinzel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Dale F. Morrison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Kare Schultz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Stephen Williamson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Janus Henderson Group Plc

Meeting Date: 05/04/2022 **Country:** Jersey **Ticker:** JHG
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: G4474Y214

Shares Voted: 35,388

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Alison Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kalpana Desai | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jeffrey Diermeier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Kevin Dolan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Eugene Flood, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Edward Garden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Richard Gillingwater | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Janus Henderson Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Lawrence Kochard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Nelson Peltz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Angela Seymour-Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Increase in the Cap on Aggregate Annual Compensation for Non-Executive Directors | 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 | Approve Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 6 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 7 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the repurchases would take place on the open market, giving all shareholders the opportunity to take part.</i> | | | | |
| 8 | Authorise Market Purchase of CDIs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the repurchases would take place on the open market, giving all shareholders the opportunity to take part.</i> | | | | |
| 9 | Approve PricewaterhouseCoopers LLP as Auditors and Authorise Audit Committee to Fix Their Remuneration | Mgmt | For | For | For |

Kemper Corporation

Meeting Date: 05/04/2022

Country: USA

Ticker: KMPR

Record Date: 03/10/2022

Meeting Type: Annual

Primary Security ID: 488401100

Shares Voted: 12,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Teresa A. Canida | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director George N. Cochran | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kathleen M. Cronin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Jason N. Gorevic | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Kemper Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Lacy M. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert J. Joyce | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Joseph P. Lacher, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Gerald Laderman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stuart B. Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Christopher B. Sarofim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Susan D. Whiting | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Notwithstanding a year-over-year decrease in annual incentive payouts, there are concerns raised with the structure of the annual incentive program. The annual incentive pool is funded as a percentage of adjusted net income, which does not require year-over-year growth in order for pool funding to occur, and individual payout determinations are discretionarily determined. Further, although the majority of the CEO's long-term incentives are delivered in performance shares earned based on clearly disclosed multi-year goals, there are concerns regarding goal rigor under the LTI program, as the relative TSR PSUs merely target median performance and there is no disclosed cap in the event of negative absolute TSR.</i> | | | | |

MGM Resorts International

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** MGM
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 552953101

Shares Voted: 24,450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Barry Diller | Mgmt | For | For | For |
| 1b | Elect Director Alexis M. Herman | Mgmt | For | For | For |
| 1c | Elect Director William J. Hornbuckle | Mgmt | For | For | For |
| 1d | Elect Director Mary Chris Jammet | Mgmt | For | For | For |
| 1e | Elect Director Joey Levin | Mgmt | For | Refer | Against |
| 1f | Elect Director Rose McKinney-James | Mgmt | For | For | For |
| 1g | Elect Director Keith A. Meister | Mgmt | For | For | For |

MGM Resorts International

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Paul Salem | Mgmt | For | For | For |
| 1i | Elect Director Gregory M. Spierkel | Mgmt | For | For | For |
| 1j | Elect Director Jan G. Swartz | Mgmt | For | For | For |
| 1k | Elect Director Daniel J. Taylor | 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Molina Healthcare, Inc.

Meeting Date: 05/04/2022

Country: USA

Ticker: MOH

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 60855R100

Shares Voted: 12,030

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Barbara L. Brasier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Daniel Cooperman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Stephen H. Lockhart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Steven J. Orlando | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ronna E. Romney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Richard M. Schapiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Dale B. Wolf | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Richard C. Zoretic | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Joseph M. Zubretsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

NVR, Inc.

Meeting Date: 05/04/2022

Country: USA

Ticker: NVR

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 62944T105

Shares Voted: 250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Paul C. Saville | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director C. E. Andrews | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Sallie B. Bailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Thomas D. Eckert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Alfred E. Festa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Alexandra A. Jung | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Mel Martinez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director David A. Preiser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director W. Grady Rosier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Susan Williamson Ross | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

PepsiCo, Inc.

Meeting Date: 05/04/2022

Country: USA

Ticker: PEP

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 84,385

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Segun Agbaje | Mgmt | For | For | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|------------------------|--|------------------|-----------------|--------------------------|-------------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Shona L. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cesar Conde | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Ian Cook | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Edith W. Cooper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Dina Dublon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Michelle Gass | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Ramon L. Laguarta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Dave Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director David C. Page | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Robert C. Pohlard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Daniel Vasella | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Darren Walker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Alberto Weisser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | Against | Against |
| 5 | Report on Global Public Policy and Political Influence | SH | Against | Against | Against |
| 6 | Report on Public Health Costs of Food and Beverages Products | SH | Against | Against | Against |

Philip Morris International Inc

Meeting Date: 05/04/2022

Country: USA

Ticker: PM

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 718172109

Shares Voted: 95,211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brant Bonin Bough | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Andre Calantzopoulos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michel Combes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Juan Jose Daboub | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Werner Geissler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Lisa A. Hook | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jun Makihara | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Kalpana Morparia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Lucio A. Noto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Jacek Olczak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Frederik Paulsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Robert B. Polet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Dessislava Temperley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Shlomo Yanai | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Martin King, former CFO of the company and CEO of PMI America, retired in August 2021 and received a large severance payment for his early retirement, which is considered excessive and problematic.</i> | | | | |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Philip Morris International Inc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4 | Ratify PricewaterhouseCoopers SA as Auditors | Mgmt | For | For | For |
| 5 | Phase Out Production of Health-Hazardous and Addictive Products | SH | Against | Against | Against |

Prologis, Inc.

Meeting Date: 05/04/2022 **Country:** USA **Ticker:** PLD
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 74340W103

Shares Voted: 45,170

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Hamid R. Moghadam | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Cristina G. Bitá | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director George L. Fotiadés | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lydia H. Kennard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Irving F. Lyons, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Avid Modjtábái | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director David P. O'Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Olivier Piani | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jeffrey L. Skelton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Carl B. Webb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director William D. Zollars | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

PulteGroup, Inc.

Meeting Date: 05/04/2022

Country: USA

Ticker: PHM

Record Date: 03/15/2022

Meeting Type: Annual

Primary Security ID: 745867101

Shares Voted: 15,838

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brian P. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Bryce Blair | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Thomas J. Folliard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Cheryl W. Grise | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Andre J. Hawaux | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director J. Phillip Holloman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Ryan R. Marshall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director John R. Peshkin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Scott F. Powers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Lila Snyder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend NOL Rights Plan (NOL Pill) | Mgmt | For | For | For |
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

S&P Global Inc.

Meeting Date: 05/04/2022

Country: USA

Ticker: SPGI

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 78409V104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Marco Alvera | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jacques Esculier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Gay Huey Evans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director William D. Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Stephanie C. Hill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Rebecca Jacoby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Robert P. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Ian Paul Livingston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Deborah D. McWhinney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Maria R. Morris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Douglas L. Peterson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Edward B. Rust, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Richard E. Thornburgh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Gregory Washington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Service Corporation International

Meeting Date: 05/04/2022

Country: USA

Ticker: SCI

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 817565104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alan R. Buckwalter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Anthony L. Coelho | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jakki L. Haussler | Mgmt | For | For | For |
| 1d | Elect Director Victor L. Lund | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ellen Ochoa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Thomas L. Ryan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director C. Park Shaper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Sara Martinez Tucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director W. Blair Waltrip | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director Marcus A. Watts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST director nominee Jakki Haussler is warranted for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Simpson Manufacturing Co., Inc.

Meeting Date: 05/04/2022

Country: USA

Ticker: SSD

Record Date: 03/09/2022

Meeting Type: Annual

Primary Security ID: 829073105

Simpson Manufacturing Co., Inc.

Shares Voted: 9,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director James S. Andrasick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jennifer A. Chatman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Karen Colonias | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Gary M. Cusumano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Philip E. Donaldson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Celeste Volz Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kenneth D. Knight | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robin Greenway MacGillivray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

Stryker Corporation

Meeting Date: 05/04/2022

Country: USA

Ticker: SYK

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 863667101

Shares Voted: 20,509

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mary K. Brainerd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Giovanni Caforio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Srikant M. Datar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Allan C. Golston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Stryker Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1e | Elect Director Kevin A. Lobo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Sherilyn S. McCoy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Andrew K. Silvernail | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Lisa M. Skeete Tatum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Ronda E. Stryker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Rajeev Suri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Proxy Access Right | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i> | | | | |

Alaska Air Group, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** ALK
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 011659109

Shares Voted: 7,650

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Patricia M. Bedient | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director James A. Beer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Raymond L. Conner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Daniel K. Elwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Dhiren R. Fonseca | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Kathleen T. Hogan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Alaska Air Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director Jessie, J. Knight, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Susan J. Li | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Adrienne R. Lofton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Benito Minicucci | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Helvi K. Sandvik | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director J. Kenneth Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Eric K. Yeaman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i> | | | | |

Alcoa Corporation

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** AA
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 013872106

Shares Voted: 38,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Steven W. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Mary Anne Citrino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Pasquale (Pat) Fiore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Alcoa Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Thomas J. Gorman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Roy C. Harvey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director James A. Hughes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director James E. Nevels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Carol L. Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jackson (Jackie) P. Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ernesto Zedillo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

AMETEK, Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: AME

Record Date: 03/10/2022

Meeting Type: Annual

Primary Security ID: 031100100

Shares Voted: 14,150

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Steven W. Kohlhagen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Dean Seavers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director David A. Zapico | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Archer-Daniels-Midland Company

Meeting Date: 05/05/2022

Country: USA

Ticker: ADM

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 039483102

Shares Voted: 34,153

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Michael S. Burke | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1b | Elect Director Theodore Colbert | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Terrell K. Crews | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director Donald E. Felsing | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1e | Elect Director Suzan F. Harrison | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1f | Elect Director Juan R. Luciano | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1g | Elect Director Patrick J. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1h | Elect Director Francisco J. Sanchez | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1i | Elect Director Debra A. Sandler | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1j | Elect Director Lei Z. Schlitz | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | |

Archer-Daniels-Midland Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 1k | Elect Director Kelvin R. Westbrook | Mgmt | For | For | For |
| <i>Voter Rationale: Cautionary votes FOR directors Juan Luciana and Donald Felsing are warranted, as the company could take some additional steps that would be constructive in terms of better managing deforestation risks. A vote FOR the other director nominees is warranted.</i> | | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | Against | Against |
| 5 | Report on Pesticide Use in the Company's Supply Chain | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as increased disclosure about steps the company is taking to reduce its synthetic pesticide use would allow investors to better understand how the company is managing related risks.</i> | | | | | |

Boston Scientific Corporation

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** BSX
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 101137107

Shares Voted: 86,962

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Nelda J. Connors | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1b | Elect Director Charles J. Dockendorff | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1c | Elect Director Yoshiaki Fujimori | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1d | Elect Director Donna A. James | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1e | Elect Director Edward J. Ludwig | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1f | Elect Director Michael F. Mahoney | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1g | Elect Director David J. Roux | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1h | Elect Director John E. Sununu | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1i | Elect Director David S. Wichmann | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |

Boston Scientific Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director Ellen M. Zane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

Boyd Gaming Corporation

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** BYD
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 103304101

Shares Voted: 16,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John R. Bailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director William R. Boyd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director William S. Boyd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Marianne Boyd Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Keith E. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Christine J. Spadafor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director A. Randall Thoman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Peter M. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Paul W. Whetsell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

C.H. Robnson Worldwide, Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: CHRW

Record Date: 03/09/2022

Meeting Type: Annual

Primary Security ID: 12541W209

Shares Voted: 8,079

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Scott P. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert C. Biesterfeld Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kermit R. Crawford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Timothy C. Gokey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Mark A. Goodburn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Mary J. Steele Guilfoile | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jodee A. Kozlak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Henry J. Maier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James B. Stake | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Paula C. Tolliver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Henry W. "Jay" Winship | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Against | Against |

Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.

Cadence Design Systems, Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: CDNS

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 127387108

Cadence Design Systems, Inc.

Shares Voted: 16,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mark W. Adams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Ita Brennan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Lewis Chew | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Anirudh Devgan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Mary Louise Krakauer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Julia Liuson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director James D. Plummer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Alberto Sangiovanni-Vincentelli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director John B. Shoven | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Young K. Sohn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Lip-Bu Tan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 15 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

Capital One Financial Corporation

Meeting Date: 05/05/2022

Country: USA

Ticker: COF

Record Date: 03/09/2022

Meeting Type: Annual

Primary Security ID: 14040H105

Capital One Financial Corporation

Shares Voted: 27,217

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Richard D. Fairbank | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ime Archibong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Christine Detrick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Ann Fritz Hackett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Peter Thomas Killalea | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Cornelis "Eli" Leenaars | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Francois Locoh-Donou | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Peter E. Raskind | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Eileen Serra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Mayo A. Shattuck, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Bradford H. Warner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Catherine G. West | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Craig Anthony Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

CNX Resources Corporation

Meeting Date: 05/05/2022

Country: USA

Ticker: CNX

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 12653C108

CNX Resources Corporation

Shares Voted: 45,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robert O. Agbede | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director J. Palmer Clarkson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Nicholas J. DeIulius | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Maureen E. Lally-Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Bernard Lanigan, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Ian McGuire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director William N. Thorndike, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Curtiss-Wright Corporation

Meeting Date: 05/05/2022

Country: USA

Ticker: CW

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 231561101

Shares Voted: 8,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David C. Adams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Lynn M. Bamford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Dean M. Flatt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director S. Marce Fuller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Bruce D. Hoehner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Curtiss-Wright Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Glenda J. Minor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Anthony J. Moraco | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director John B. Nathman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Robert J. Rivet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Peter C. Wallace | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

DTE Energy Company

Meeting Date: 05/05/2022

Country: USA

Ticker: DTE

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 233331107

Shares Voted: 11,796

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David A. Brandon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Charles G. McClure, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Gail J. McGovern | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mark A. Murray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Gerardo Norcia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Ruth G. Shaw | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Robert C. Skaggs, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director David A. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

DTE Energy Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.9 | Elect Director Gary H. Torgow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director James H. Vandenberghe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Valerie M. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i> | | | | |
| 5 | Revise Net Zero by 2050 Goal to Include Full Scope 3 Value Chain Emissions | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as including all its material Scope 3 emissions into its net zero by 2050 goal would help investors better understand how the company plans to reduce its full value chain emissions and manage its transition to a low carbon economy.</i> | | | | |

Duke Energy Corporation

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** DUK
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 26441C204

Shares Voted: 46,960

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Derrick Burks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Annette K. Clayton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Theodore F. Craver, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Robert M. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Caroline Dorsa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director W. Roy Dunbar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Duke Energy Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Nicholas C. Fanandakis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Lynn J. Good | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director John T. Herron | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Idalene F. Kesner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director E. Marie McKee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Michael J. Pacilio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Thomas E. Skains | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director William E. Webster, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i> | | | | |

Eastman Chemical Company

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** EMN
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 277432100

Shares Voted: 8,286

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Humberto P. Alfonso | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Brett D. Begemann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Mark J. Costa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Eastman Chemical Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Edward L. Doheny, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Julie F. Holder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Renee J. Hornbaker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Kim Ann Mink | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director James J. O'Brien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director David W. Raisbeck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Charles K. Stevens, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

Ecolab Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: ECL

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 278865100

Shares Voted: 15,180

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Shari L. Ballard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Barbara J. Beck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Christophe Beck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Jeffrey M. Ettinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Ecolab Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Arthur J. Higgins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael Larson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director David W. MacLennan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Tracy B. McKibben | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Lionel L. Nowell, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Victoria J. Reich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Suzanne M. Vautrinot | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director John J. Zillmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | Against | Against |

Encompass Health Corporation

Meeting Date: 05/05/2022

Country: USA

Ticker: EHC

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 29261A100

Shares Voted: 20,589

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Greg D. Carmichael | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director John W. Chidsey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Donald L. Correll | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joan E. Herman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Encompass Health Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Leslye G. Katz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Patricia A. Maryland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kevin J. O'Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Christopher R. Reidy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Nancy M. Schlichting | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Mark J. Tarr | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Terrance Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Equifax Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: EFX

Record Date: 03/04/2022

Meeting Type: Annual

Primary Security ID: 294429105

Shares Voted: 7,405

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mark W. Begor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Mark L. Feidler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director G. Thomas Hough | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert D. Marcus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Scott A. McGregor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director John A. McKinley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Equifax Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director Robert W. Selander | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Melissa D. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Audrey Boone Tillman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Heather H. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Fluor Corporation

Meeting Date: 05/05/2022

Country: USA

Ticker: FLR

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 343412102

Shares Voted: 26,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Alan M. Bennett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Rosemary T. Berkery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director David E. Constable | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1D | Elect Director H. Paulett Eberhart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1E | Elect Director James T. Hackett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1F | Elect Director Thomas C. Leppert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1G | Elect Director Teri P. McClure | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1H | Elect Director Armando J. Olivera | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director Matthew K. Rose | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Fluor 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 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Graham Holdings Company

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** GHC
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 384637104

Shares Voted: 800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Tony Allen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Christopher C. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Anne M. Mulcahy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.</i> | | | | |

Halozyne Therapeutics, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** HALO
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 40637H109

Shares Voted: 26,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Jeffrey W. Henderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Connie L. Matsui | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director Helen I. Torley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Halozyme Therapeutics, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|-------------------|------------------|
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Hexcel Corporation

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** HXL
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 428291108

Shares Voted: 17,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Nick L. Stanage | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jeffrey C. Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cynthia M. Egnotovitch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Thomas A. Gendron | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jeffrey A. Graves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Guy C. Hachey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Marilyn L. Minus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Catherine A. Suever | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: NEOs received one-time equity grants to offset below-target or forfeited awards under prior year plans. While the CEO's awards were majority performance based, grants to other NEOs were majority time vesting.</i> | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Mettler-Toledo International Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** MTD
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 592688105

Mettler-Toledo International Inc.

Shares Voted: 1,450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert F. Spoerry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Wah-Hui Chu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Domitille Doat-Le Bigot | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Olivier A. Filliol | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Elisha W. Finney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Richard Francis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Michael A. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Thomas P. Salice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Murphy USA Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: MUSA

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 626755102

Shares Voted: 5,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director R. Madison Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director R. Andrew Clyde | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director David B. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Rosemary L. Turner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Murphy USA Inc.

| 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 KPMG LLP as Auditors | Mgmt | For | For | For |

Newell Brands Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** NWL
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 651229106

Shares Voted: 23,140

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Bridget Ryan Berman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Patrick D. Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director James R. Craigie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Brett M. Icahn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jay L. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Gerardo I. Lopez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Courtney R. Mather | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Ravichandra K. Saligram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Judith A. Sprieser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Robert A. Steele | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Omnibus Stock Plan | Mgmt | For | For | For |

Newell Brands Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.

RLI Corp.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** RLI
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 749607107

Shares Voted: 8,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kaj Ahlmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.2 | Elect Director Michael E. Angelina | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.3 | Elect Director John T. Baily | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.4 | Elect Director Calvin G. Butler, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.5 | Elect Director David B. Duclos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.6 | Elect Director Susan S. Fleming | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.7 | Elect Director Jordan W. Graham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.8 | Elect Director Craig W. Kliethermes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.9 | Elect Director Jonathan E. Michael | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.10 | Elect Director Robert P. Restrepo, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.11 | Elect Director Debbie S. Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.12 | Elect Director Michael J. Stone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

RLI Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |

Steel Dynamics, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** STLD
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 858119100

Shares Voted: 39,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mark D. Millett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Sheree L. Bargabos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Keith E. Busse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Kenneth W. Cornew | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Traci M. Dolan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director James C. Marcuccilli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Bradley S. Seaman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Gabriel L. Shaheen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Luis M. Sierra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Steven A. Sonnenberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Richard P. Teets, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Tempur Sealy International, Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: TPX

Record Date: 03/10/2022

Meeting Type: Annual

Primary Security ID: 88023U101

Shares Voted: 39,624

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Evelyn S. Dilsaver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Simon John Dyer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cathy R. Gates | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John A. Heil | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Meredith Siegfried Madden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Richard W. Neu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Scott L. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

The Kraft Heinz Company

Meeting Date: 05/05/2022

Country: USA

Ticker: KHC

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 500754106

Shares Voted: 43,375

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gregory E. Abel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director John T. Cahill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Joao M. Castro-Neves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Kraft Heinz Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Lori Dickerson Fouche | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Timothy Kenesey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Alicia Knapp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Elio Leoni Sceti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Susan Mulder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James Park | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Miguel Patricio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director John C. Pope | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. A significant portion of the STI payout is based on individual performance with limited disclosure of metric performance, while the financial metric target was set below the prior year's actual performance without a corresponding decrease in target payout. In addition, each executive's target bonus opportunity was relatively high. Though some improvements were made to the LTI program, including an increased performance period, a majority of the annual equity grant is still in time-vested equity, and the relative TSR target was not disclosed. Furthermore, each non-CEO NEO received a special equity grant in FY21, which one NEO received for the second consecutive year.</i> | | | | |
| 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 Metrics and Efforts to Reduce Water Related Risk | SH | Against | Against | Against |

Trex Company, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** TREX
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 89531P105

Shares Voted: 24,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Bryan H. Fairbanks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Trex Company, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Michael F. Golden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Kristine L. Juster | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

United Parcel Service, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** UPS
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 911312106

Shares Voted: 44,462

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Carol B. Tome | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Rodney C. Adkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Eva C. Boratto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michael J. Burns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Wayne M. Hewett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Angela Hwang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kate E. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director William R. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Ann M. Livermore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Franck J. Moison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

United Parcel Service, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director Christiana Smith Shi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Russell Stokes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Kevin Warsh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight mechanisms would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.</i> | | | | |
| 5 | Report on Corporate Climate Lobbying Aligned with Paris Agreement | SH | Against | For | For |
| | <i>Voter Rationale: A recommendation FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement.</i> | | | | |
| 6 | Approve Recapitalization Plan for all Stock to Have One-vote per Share | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i> | | | | |
| 7 | Adopt Independently Verified Science-Based GHG Reduction Targets | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i> | | | | |
| 8 | Report on Balancing Climate Measures and Financial Returns | SH | Against | Against | Against |
| 9 | Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i> | | | | |

United Rentals, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** URI
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 911363109

Shares Voted: 4,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jose B. Alvarez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Marc A. Bruno | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

United Rentals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Larry D. De Shon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Matthew J. Flannery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Bobby J. Griffin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Kim Harris Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Terri L. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael J. Kneeland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Gracia C. Martore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Shiv Singh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Special Shareholder Meetings to 15% | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Special Shareholder Meetings to 10% | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 4 is approved) to 10 percent would improve shareholders' ability to use the special meeting right.</i> | | | | |

Univar Solutions Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: UNVR

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 91336L107

Shares Voted: 35,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Joan A. Braca | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Mark J. Byrne | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Daniel P. Doheny | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Univar Solutions Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Richard P. Fox | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Rhonda Germany | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director David C. Jukes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Varun Laroyia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Stephen D. Newlin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Christopher D. Pappas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Kerry J. Preete | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Robert L. Wood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

WEC Energy Group, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** WEC
Record Date: 02/24/2022 **Meeting Type:** Annual
Primary Security ID: 92939U106

Shares Voted: 19,253

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Curt S. Culver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Danny L. Cunningham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director William M. Farrow, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Cristina A. Garcia-Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

WEC Energy Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Maria C. Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Gale E. Klappa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Thomas K. Lane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Scott J. Lauber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Ulice Payne, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Mary Ellen Stanek | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Glen E. Tellock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Wynn Resorts, Limited

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** WYNN
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 983134107

Shares Voted: 6,444

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Craig S. Billings | Mgmt | For | For | For |
| | <i>Voter Rationale: A WITHHOLD vote is warranted for compensation committee Margaret Myers, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Margaret J. Myers | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: A WITHHOLD vote is warranted for compensation committee Margaret Myers, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Winifred M. Webb | Mgmt | For | For | For |
| | <i>Voter Rationale: A WITHHOLD vote is warranted for compensation committee Margaret Myers, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Wynn Resorts, Limited

| 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 |

Voter Rationale: A vote AGAINST this proposal is warranted. The company has demonstrated poor responsiveness to low vote support for the 2021 say-on-pay proposal, as disclosure regarding shareholder engagement and feedback is limited and it is not clear that the company has made meaningful changes to the pay program to address shareholders' concerns. In addition, a pay-for-performance misalignment is underscored by the former CEO's high base salary and target STI opportunity, and goal disclosure issues. Further, while annual equity awards were 50 percent performance-conditioned, the newly appointed CEO received a large equity grant that was entirely time-based. Finally, disclosure surrounding transition payments made to the former CEO is not sufficient.

YETI Holdings, Inc.

Meeting Date: 05/05/2022 **Country:** USA **Ticker:** YETI
Record Date: 03/10/2022 **Meeting Type:** Annual
Primary Security ID: 98585X104

Shares Voted: 18,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Frank D. Gibeau | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for director nominees Matthew Reintjes and Frank Gibeau given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 1.2 | Elect Director Matthew J. Reintjes | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for director nominees Matthew Reintjes and Frank Gibeau given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i> | | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | | |

AbbVie Inc.

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** ABBV
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 00287Y109

Shares Voted: 107,955

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director William H.L. Burnside | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

AbbVie Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Thomas C. Freyman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Brett J. Hart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Edward J. Rapp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Eliminate Supermajority Vote Requirement | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i> | | | | |
| 7 | Report on Board Oversight of Risks Related to Anticompetitive Practices | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of AbbVie's involvement in related controversies.</i> | | | | |
| 8 | Report on Congruency of Political Spending with Company Values and Priorities | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing the company's public policy statements and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.</i> | | | | |

CMS Energy Corporation

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** CMS
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 125896100

Shares Voted: 17,710

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jon E. Barfield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Deborah H. Butler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kurt L. Darrow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

CMS Energy Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director William D. Harvey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Garrick J. Rochow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director John G. Russell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Suzanne F. Shank | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Myrna M. Soto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director John G. Szniewajs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ronald J. Tanski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Laura H. Wright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Colgate-Palmolive Company

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** CL
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 194162103

Shares Voted: 51,530

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John P. Bilbrey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director John T. Cahill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Lisa M. Edwards | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director C. Martin Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Martina Hund-Mejean | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Colgate-Palmolive Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Kimberly A. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Lorrie M. Norrington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael B. Polk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stephen I. Sadove | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Noel R. Wallace | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.</i> | | | | |
| 5 | Report on Charitable Contributions | SH | Against | Against | Against |

Dover Corporation

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** DOV
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 260003108

Shares Voted: 8,833

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Deborah L. DeHaas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director H. John Gilbertson, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kristiane C. Graham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michael F. Johnston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Eric A. Spiegel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Dover Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Richard J. Tobin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Stephen M. Todd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Stephen K. Wagner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Keith E. Wandell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Mary A. Winston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would improve shareholder rights.</i> | | | | |

DT Midstream, Inc.

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** DTM
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 23345M107

Shares Voted: 19,948

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert Skaggs, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director David Slater | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Entergy Corporation

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** ETR
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 29364G103

Entergy Corporation

Shares Voted: 12,249

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John R. Burbank | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Patrick J. Condon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Leo P. Denault | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kirkland H. Donald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Brian W. Ellis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Philip L. Frederickson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Alexis M. Herman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director M. Elise Hyland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stuart L. Levenick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Blanche Lambert Lincoln | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Karen A. Puckett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Fox Factory Holding Corp.

Meeting Date: 05/06/2022

Country: USA

Ticker: FOXF

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 35138V102

Shares Voted: 8,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Thomas E. Duncan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Fox Factory Holding Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Jean H. Hlay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Hawaiian Electric Industries, Inc.

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** HE
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 419870100

Shares Voted: 22,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas B. Fargo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Celeste A. Connors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Richard J. Dahl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Elisia K. Flores | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Micah A. Kane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director William James Scilacci, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Scott W. H. Seu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

IDEX Corporation

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** IEX
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 45167R104

IDEX Corporation

Shares Voted: 4,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Livingston L. Satterthwaite | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director David C. Parry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Eric D. Ashleman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director L. Paris Watts-Stanfield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Illinois Tool Works Inc.

Meeting Date: 05/06/2022

Country: USA

Ticker: ITW

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 452308109

Shares Voted: 17,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Daniel J. Brutto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Susan Crown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Darrell L. Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director James W. Griffith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jay L. Henderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Richard H. Lenny | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director E. Scott Santi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director David B. Smith, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Illinois Tool Works Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Pamela B. Strobel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Anre D. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditor | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

Lattice Semiconductor Corporation

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** LSCC
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 518415104

Shares Voted: 28,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director James R. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Robin A. Abrams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Mark E. Jensen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Anjali Joshi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director James P. Lederer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Krishna Rangasayee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director D. Jeffrey Richardson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

ManpowerGroup Inc.

Meeting Date: 05/06/2022

Country: USA

Ticker: MAN

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 56418H100

Shares Voted: 11,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Gina R. Boswell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Jean-Philippe Courtois | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director William Downe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1D | Elect Director John F. Ferraro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1E | Elect Director William P. Gipson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1F | Elect Director Patricia Hemingway Hall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1G | Elect Director Julie M. Howard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1H | Elect Director Ulice Payne, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director Jonas Prising | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1J | Elect Director Paul Read | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1K | Elect Director Elizabeth P. Sartain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1L | Elect Director Michael J. Van Handel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Marriott International, Inc.

Meeting Date: 05/06/2022

Country: USA

Ticker: MAR

Record Date: 03/09/2022

Meeting Type: Annual

Primary Security ID: 571903202

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Anthony G. Capuano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Isabella D. Goren | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Deborah M. Harrison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Frederick A. Henderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Eric Hippeau | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Debra L. Lee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Aylwin B. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director David S. Marriott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Margaret M. McCarthy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Marriott International, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director George Munoz | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1k | Elect Director Horacio D. Rozanski | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1l | Elect Director Susan C. Schwab | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR incumbent audit committee members Frederick Henderson, Isabella Goren, Aylwin Lewis, and Margaret McCarthy is warranted, with caution. Shareholders would benefit from additional disclosure of steps the committee and the board are taking to mitigate the risks arising from pledging of shares by entities affiliated with the Marriott family. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 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 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Report On Costs of Low Wages and Inequality and Impact on Diversified Shareholders | SH | Against | Against | Against |
| 6 | Require Independent Board Chair | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted. The lead independent director must serve as a counterweight to both the CEO and a non-independent board chair, and the company's past practices and current disclosures suggest an intention to have David Marriott serve as board chair for the foreseeable future. In this case, an independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight and also streamline responsibilities. Furthermore, this proposal is not overly prescriptive and would not require an immediate change to the current board leadership structure, providing the board with flexibility to implement an independent chair policy as it sees fit.</i></p> | | | | | |

NCR Corporation

Meeting Date: 05/06/2022

Country: USA

Ticker: NCR

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 62886E108

Shares Voted: 27,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|-----------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mark W. Begor | Mgmt | For | For | For |
| 1.2 | Elect Director Gregory Blank | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members Mark Begor, Deborah Farrington, Kirk Larsen, and Martin (Marty) Mucci for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Catherine L. Burke | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members Mark Begor, Deborah Farrington, Kirk Larsen, and Martin (Marty) Mucci for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p> | | | | | |

NCR Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Deborah A. Farrington | Mgmt | For | For | For |
| 1.5 | Elect Director Michael D. Hayford | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members Mark Begor, Deborah Farrington, Kirk Larsen, and Martin (Marty) Mucci for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p> | | | | | |
| 1.6 | Elect Director Georgette D. Kiser | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members Mark Begor, Deborah Farrington, Kirk Larsen, and Martin (Marty) Mucci for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p> | | | | | |
| 1.7 | Elect Director Kirk T. Larsen | Mgmt | For | For | For |
| 1.8 | Elect Director Frank R. Martire | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members Mark Begor, Deborah Farrington, Kirk Larsen, and Martin (Marty) Mucci for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p> | | | | | |
| 1.9 | Elect Director Martin Mucci | Mgmt | For | For | For |
| 1.10 | Elect Director Laura J. Sen | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members Mark Begor, Deborah Farrington, Kirk Larsen, and Martin (Marty) Mucci for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p> | | | | | |
| 1.11 | Elect Director Glenn W. Welling | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted from incumbent Compensation Committee members Mark Begor, Deborah Farrington, Kirk Larsen, and Martin (Marty) Mucci for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining directors is warranted.</i></p> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i></p> | | | | | |

Occidental Petroleum Corporation

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** OXY
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 674599105

Shares Voted: 54,159

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Vicky A. Bailey | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i></p> | | | | | |

Occidental Petroleum Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1b | Elect Director Stephen I. Chazen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Andrew Gould | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director Carlos M. Gutierrez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1e | Elect Director Vicki Hollub | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1f | Elect Director William R. Klesse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jack B. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1h | Elect Director Avedick B. Poladian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1i | Elect Director Robert M. Shearer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR director Stephen Chazen is warranted, with caution, as shareholders may want to engage with the company regarding its interim GHG emissions reduction targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 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 Quantitative Short, Medium and Long-Term GHG Emissions Reduction Targets | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as investors would benefit from additional information on interim steps the company is taking to meet its long-term net-zero by 2050 target and how it plans to allocate capital in line with that goal.</i> | | | | |

Perrigo Company plc

Meeting Date: 05/06/2022

Country: Ireland

Ticker: PRGO

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: G97822103

Shares Voted: 27,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Bradley A. Alford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Perrigo Company plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Orlando D. Ashford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Katherine C. Doyle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Adriana Karaboutis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Murray S. Kessler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Jeffrey B. Kindler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Erica L. Mann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Donal O'Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Geoffrey M. Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Theodore R. Samuels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Ernst & Young 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Authorize Issue of Equity | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits</i> | | | | |
| 6 | Authorize Issuance of Equity without Preemptive Rights | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits</i> | | | | |

Ryder System, Inc.

Meeting Date: 05/06/2022

Country: USA

Ticker: R

Record Date: 03/07/2022

Meeting Type: Annual

Primary Security ID: 783549108

Shares Voted: 11,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robert J. Eck | Mgmt | For | For | For |

Ryder System, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert A. Hagemann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michael F. Hilton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Tamara L. Lundgren | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Luis P. Nieto, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David G. Nord | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Robert E. Sanchez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Abbie J. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director E. Follin Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Dmitri L. Stockton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Hansel E. Tookes, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | Against | Against |

Tenet Healthcare Corporation

Meeting Date: 05/06/2022

Country: USA

Ticker: THC

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 88033G407

Shares Voted: 22,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ronald A. Rittenmeyer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director J. Robert Kerrey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Tenet Healthcare Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director James L. Bierman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Richard W. Fisher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Meghan M. Fitzgerald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Cecil D. Haney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Christopher S. Lynch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Richard J. Mark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Tammy Romo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Saumya Sutaria | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Nadja Y. West | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

The Brink's Company

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** BCO
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 109696104

Shares Voted: 10,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kathie J. Andrade | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Paul G. Boynton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ian D. Clough | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Brink's Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Susan E. Docherty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Mark Eubanks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael J. Herling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director A. Louis Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Douglas A. Pertz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Timothy J. Tynan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

The Timken Company

Meeting Date: 05/06/2022 **Country:** USA **Ticker:** TKR
Record Date: 02/22/2022 **Meeting Type:** Annual
Primary Security ID: 887389104

Shares Voted: 14,177

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Maria A. Crowe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Elizabeth A. Harrell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Richard G. Kyle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Sarah C. Lauber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director John A. Luke, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Christopher L. Mapes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director James F. Palmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Timken Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Ajita G. Rajendra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Frank C. Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John M. Timken, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Ward J. Timken, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Jacqueline F. Woods | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Adopt Simple Majority Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements enhances shareholder rights.</i> | | | | |

Cincinnati Financial Corporation

Meeting Date: 05/07/2022 **Country:** USA **Ticker:** CINF
Record Date: 03/09/2022 **Meeting Type:** Annual
Primary Security ID: 172062101

Shares Voted: 9,187

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Thomas J. Aaron | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director William F. Bahl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Nancy C. Benacci | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Linda W. Clement-Holmes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Dirk J. Debbink | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Steven J. Johnston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jill P. Meyer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Cincinnati Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director David P. Osborn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Gretchen W. Schar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Charles O. Schiff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Douglas S. Skidmore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director John F. Steele, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Larry R. Webb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

International Paper Company

Meeting Date: 05/09/2022 **Country:** USA **Ticker:** IP
Record Date: 03/10/2022 **Meeting Type:** Annual
Primary Security ID: 460146103

Shares Voted: 23,902

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Christopher M. Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ahmet C. Dorduncu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ilene S. Gordon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Anders Gustafsson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jacqueline C. Hinman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Clinton A. Lewis, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Donald G. (DG) Macpherson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

International Paper Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Kathryn D. Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Mark S. Sutton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Anton V. Vincent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Ray G. Young | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Require Independent Board Chair | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. The company's TSR underperformance suggests that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.</i> | | | | |
| 5 | Report on Costs and Benefits of Environmental Related Expenditures | SH | Against | Against | Against |

PPG Industries, Inc.

Meeting Date: 05/09/2022 **Country:** USA **Ticker:** PPG
Record Date: 02/18/2022 **Meeting Type:** Annual
Primary Security ID: 693506107

Shares Voted: 14,518

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Gary R. Heminger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kathleen A. Ligocki | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael H. McGarry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Michael T. Nally | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 4 | Eliminate Supermajority Vote Requirement | Mgmt | For | For | For |
| 5 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

PPG Industries, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6 | Consider Pay Disparity Between CEO and Other Employees | SH | Against | Against | Against |

Trinity Industries, Inc.

Meeting Date: 05/09/2022 **Country:** USA **Ticker:** TRN
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 896522109

Shares Voted: 17,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director William P. Ainsworth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director John J. Diez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Leldon E. Echols | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Tyrone M. Jordan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director S. Todd Maclin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director E. Jean Savage | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Dunia A. Shive | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

3M Company

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** MMM
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 88579Y101

Shares Voted: 35,394

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas "Tony" K. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

3M Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Pamela J. Craig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director David B. Dillon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michael L. Eskew | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director James R. Fitterling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Amy E. Hood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Muhtar Kent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Suzan Kereere | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Dambisa F. Moyo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Gregory R. Page | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Michael F. Roman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Environmental Costs and Impact on Diversified Shareholders | SH | Against | Against | Against |
| 5 | Report on Operations in Communist China | SH | Against | Against | Against |

ALLETE, Inc.

Meeting Date: 05/10/2022

Country: USA

Ticker: ALE

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 018522300

Shares Voted: 10,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director George G. Goldfarb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

ALLETE, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director James J. Hoolihan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Madeleine W. Ludlow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Susan K. Nestegard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Douglas C. Neve | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Barbara A. Nick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Bethany M. Owen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert P. Powers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Charlene A. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Non-Employee Director Restricted Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Arthur J. Gallagher & Co.

Meeting Date: 05/10/2022

Country: USA

Ticker: AJG

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 363576109

Shares Voted: 12,650

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sherry S. Barrat | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director William L. Bax | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Teresa H. Clarke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director D. John Coldman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Arthur J. Gallagher & Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director J. Patrick Gallagher, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David S. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kay W. McCurdy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Christopher C. Miskel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Ralph J. Nicoletti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Norman L. Rosenthal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Charles River Laboratories International, Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** CRL
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 159864107

Shares Voted: 3,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director James C. Foster | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Nancy C. Andrews | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Robert Bertolini | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Deborah T. Kochevar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director George Llado, Sr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Martin W. Mackay | Mgmt | For | For | For |

Charles River Laboratories International, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director George E. Massaro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director C. Richard Reese | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Richard F. Wallman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Virginia M. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Martin Mackay is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

ConocoPhillips

Meeting Date: 05/10/2022

Country: USA

Ticker: COP

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 20825C104

Shares Voted: 81,810

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Caroline Maury Devine | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1b | Elect Director Jody Freeman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1c | Elect Director Gay Huey Evans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1d | Elect Director Jeffrey A. Joerres | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1e | Elect Director Ryan M. Lance | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1f | Elect Director Timothy A. Leach | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1g | Elect Director William H. McRaven | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1h | Elect Director Sharmila Mulligan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1i | Elect Director Eric D. Mullins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1j | Elect Director Arjun N. Murti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1k | Elect Director Robert A. Niblock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1l | Elect Director David T. Seaton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 1m | Elect Director R.A. Walker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Jody Freeman is warranted, with caution, for partial responsiveness to a majority-supported shareholder proposal. A vote FOR directors Ryan Lance and Robert Niblock is warranted, with caution, on the grounds that they have insufficiently managed climate-related risks. Votes FOR the remaining director nominees are warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While acknowledging the company's strong financial and share price performance for the year in review, a quantitative pay-for-performance misalignment is identified and underscored by several concerns regarding incentive programs. First, annual incentives, while based on an objective scorecard, lack clear disclosure of threshold and maximum goals for many metrics. This limits investor ability to assess payouts and goal rigor from year to year. The committee also used discretion to increase payouts in FY21. Long-term incentives, while mostly performance-based, target merely median performance and lack a cap on vesting for negative TSR. This is particularly concerning as PSUs have been earned above target for the last four performance cycles.</i> | | | | |
| 4 | Eliminate Supermajority Vote Requirement | Mgmt | For | For | For |
| 5 | Provide Right to Call Special Meeting | Mgmt | For | For | For |
| 6 | Provide Right to Call Special Meetings | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights.</i> | | | | |

ConocoPhillips

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 7 | Report on GHG Emissions Reduction Targets | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i> | | | | | |
| 8 | Report on Lobbying Payments and Policy | SH | Against | Against | Against |

Cummins Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** CMI
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 231021106

Shares Voted: 8,754

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---------------------------------------|-----------|----------|-------------------|------------------|
| 1 | Elect Director N. Thomas Linebarger | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Elect Director Jennifer W. Rumsey | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 3 | Elect Director Robert J. Bernhard | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 4 | Elect Director Franklin R. Chang Diaz | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 5 | Elect Director Bruno V. Di Leo Allen | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 6 | Elect Director Stephen B. Dobbs | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 7 | Elect Director Carla A. Harris | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 8 | Elect Director Robert K. Herdman | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 9 | Elect Director Thomas J. Lynch | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 10 | Elect Director William I. Miller | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 11 | Elect Director Georgia R. Nelson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 12 | Elect Director Kimberly A. Nelson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

Cummins Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 13 | Elect Director Karen H. Quintos | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 14 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 15 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 16 | Require Independent Board Chair | SH | Against | Against | Against |

Danaher Corporation

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** DHR
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 235851102

Shares Voted: 38,835

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Rainer M. Blair | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Linda Filler | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Teri List | Mgmt | For | Refer | Against |
| <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1d | Elect Director Walter G. Lohr, Jr. | Mgmt | For | Refer | Against |
| <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1e | Elect Director Jessica L. Mega | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1f | Elect Director Mitchell P. Rales | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1g | Elect Director Steven M. Rales | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | | |

Danaher Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1h | Elect Director Pardis C. Sabeti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director A. Shane Sanders | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director John T. Schwieters | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1k | Elect Director Alan G. Spoon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1l | Elect Director Raymond C. Stevens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1m | Elect Director Elias A. Zerhouni | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and half of long-term incentives are performance-conditioned.</i> | | | | |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i> | | | | |

Darling Ingredients Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** DAR
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 237266101

Shares Voted: 33,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Randall C. Stuewe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Darling Ingredients Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Charles Adair | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Beth Albright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Celeste A. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Linda Goodspeed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Enderson Guimaraes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Dirk Kloosterboer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Mary R. Korby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Gary W. Mize | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Michael E. Rescoe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Essex Property Trust, Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** ESS
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 297178105

Shares Voted: 4,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Keith R. Guericke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Maria R. Hawthorne | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Amal M. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mary Kasaris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Essex Property Trust, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Irving F. Lyons, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director George M. Marcus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Thomas E. Robinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael J. Schall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Byron A. Scordelis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Everest Re Group, Ltd.

Meeting Date: 05/10/2022 **Country:** Bermuda **Ticker:** RE
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: G3223R108

Shares Voted: 2,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John J. Amore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Juan C. Andrade | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director William F. Galtney, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director John A. Graf | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Meryl Hartzband | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Gerri Losquadro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Roger M. Singer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Joseph V. Taranto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Everest Re Group, Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.9 | Elect Director John A. Weber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

F.N.B. Corporation

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** FNB
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 302520101

Shares Voted: 66,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Pamela A. Bena | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director William B. Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director James D. Chiafullo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Vincent J. Delie, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Mary Jo Dively | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director David J. Malone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Frank C. Mencini | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director David L. Motley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Heidi A. Nicholas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John S. Stanik | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director William J. Strimbu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

F.N.B. 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 | Ratify Ernst & Young LLP as Auditor | Mgmt | For | For | For |

First American Financial Corporation

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** FAF
Record Date: 03/17/2022 **Meeting Type:** Annual
Primary Security ID: 31847R102

Shares Voted: 22,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Reginald H. Gilyard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Parker S. Kennedy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Mark C. Oman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditor | Mgmt | For | For | For |

Healthcare Realty Trust Incorporated

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** HR
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 421946104

Shares Voted: 29,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Todd J. Meredith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director John V. Abbott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Nancy H. Agee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Healthcare Realty Trust Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Edward H. Braman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Ajay Gupta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director James J. Kilroy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Peter F. Lyle, Sr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director John Knox Singleton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Christann M. Vasquez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify BDO USA, LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Highwoods Properties, Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** HIW
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 431284108

Shares Voted: 21,535

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Charles A. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Gene H. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Thomas P. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Carlos E. Evans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director David L. Gadis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director David J. Hartzell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Theodore J. Klinck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Highwoods Properties, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Anne H. Lloyd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Iron Mountain Incorporated

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** IRM
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 46284V101

Shares Voted: 17,640

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jennifer Allerton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Pamela M. Arway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Clarke H. Bailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kent P. Dauten | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Monte Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robin L. Matlock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director William L. Meaney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Wendy J. Murdock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Walter C. Rakowich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Doyle R. Simons | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Alfred J. Verrecchia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Iron Mountain Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

LKQ Corporation

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** LKQ
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 501889208

Shares Voted: 16,550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Patrick Berard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Meg A. Divitto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert M. Hanser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joseph M. Holsten | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Blythe J. McGarvie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director John W. Mendel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jody G. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Guhan Subramanian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Xavier Urbain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Jacob H. Welch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Dominick Zarcone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Loews Corporation

Meeting Date: 05/10/2022

Country: USA

Ticker: L

Record Date: 03/15/2022

Meeting Type: Annual

Primary Security ID: 540424108

Shares Voted: 12,395

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ann E. Berman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Joseph L. Bower | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Charles D. Davidson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Charles M. Diker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Paul J. Fribourg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Walter L. Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Philip A. Laskawy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Susan P. Peters | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Andrew H. Tisch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director James S. Tisch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Jonathan M. Tisch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Anthony Welters | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditor | Mgmt | For | For | For |

MDU Resources Group, Inc.

Meeting Date: 05/10/2022

Country: USA

Ticker: MDU

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 552690109

MDU Resources Group, Inc.

Shares Voted: 41,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas Everist | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Karen B. Fagg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director David L. Goodin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Dennis W. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Patricia L. Moss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Dale S. Rosenthal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Edward A. Ryan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director David M. Sparby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Chenxi Wang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

MKS Instruments, Inc.

Meeting Date: 05/10/2022

Country: USA

Ticker: MKSI

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 55306N104

Shares Voted: 11,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John T.C. Lee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jacqueline F. Moloney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michelle M. Warner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

MKS Instruments, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

National Instruments Corporation

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** NATI
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 636518102

Shares Voted: 27,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director James E. Cashman, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Liam K. Griffin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Eric H. Starkloff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 3 | Approve Restricted Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

PacWest Bancorp

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** PACW
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 695263103

Shares Voted: 24,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Tanya M. Acker | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Paul R. Burke | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Craig A. Carlson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director John M. Eggemeyer, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director C. William Hosler | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Polly B. Jessen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Susan E. Lester | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Roger H. Molvar | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Robert A. Stine | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director Paul W. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1k | Elect Director Matthew P. Wagner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Tanya Acker, Paul Burke, C. William Hosler, Roger Molvar, and Robert Stine is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The compensation committee demonstrated only a limited degree of responsiveness to shareholders' concerns that led to a failed say-on-pay vote last year. While the company provides enhanced disclosure surrounding the CEO's retention award and other aspects of the compensation program and CEO succession planning, the actions taken by the committee do not meaningfully address all of shareholders' expressed concerns, which is paramount following a failed vote. In addition, concerns with respect to goal rigor under the annual and long-term incentive programs underscore a pay-for-performance misalignment. In the wake of shareholder feedback expressing concern regarding goal rigor, some shareholders may find the lowering of certain annual incentive goals concerning given payouts well above target. In addition, relative metrics under the LTI program target the median of peers, which is not considered particularly rigorous.</i> | | | | |

PacWest Bancorp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.

PNM Resources, Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** PNM
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 69349H107

Shares Voted: 17,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Vicky A. Bailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Norman P. Becker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director Patricia K. Collawn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1D | Elect Director E. Renae Conley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1E | Elect Director Alan J. Fohrer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1F | Elect Director Sidney M. Gutierrez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1G | Elect Director James A. Hughes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1H | Elect Director Maureen T. Mullarkey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director Donald K. Schwanz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Prudential Financial, Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** PRU
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 744320102

Prudential Financial, Inc.

Shares Voted: 23,631

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Thomas J. Baltimore, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Gilbert F. Casellas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Robert M. Falzon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Martina Hund-Mejean | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Wendy E. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Karl J. Krapek | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Peter R. Lighte | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Charles F. Lowrey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director George Paz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Sandra Pinalto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Christine A. Poon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Douglas A. Scovanner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Michael A. Todman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | SH | Against | Against | Against |

T. Rowe Price Group, Inc.

Meeting Date: 05/10/2022

Country: USA

Ticker: TROW

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 74144T108

T. Rowe Price Group, Inc.

Shares Voted: 13,887

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Glenn R. August | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Mark S. Bartlett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Mary K. Bush | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Dina Dublon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Freeman A. Hrabowski, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert F. MacLellan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Eileen P. Rominger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert W. Sharps | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Robert J. Stevens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director William J. Stromberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Richard R. Verma | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Sandra S. Wijnberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Alan D. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Teradata Corporation

Meeting Date: 05/10/2022

Country: USA

Ticker: TDC

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 88076W103

Shares Voted: 22,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Cary T. Fu <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1b | Elect Director Michael P. Gianoni <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1c | Elect Director Joanne B. Olsen <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | 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 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

The Gap, Inc.

Meeting Date: 05/10/2022 Country: USA Ticker: GPS
 Record Date: 03/14/2022 Meeting Type: Annual
 Primary Security ID: 364760108

Shares Voted: 44,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Elisabeth B. Donohue <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | Mgmt | For | For | For |
| 1b | Elect Director Robert J. Fisher <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | Mgmt | For | Refer | Against |
| 1c | Elect Director William S. Fisher <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | Mgmt | For | For | For |
| 1d | Elect Director Tracy Gardner <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | Mgmt | For | For | For |
| 1e | Elect Director Kathryn Hall <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | Mgmt | For | For | For |
| 1f | Elect Director Bob L. Martin <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | Mgmt | For | For | For |

The Gap, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director Amy Miles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | | | | |
| 1h | Elect Director Chris O'Neill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | | | | |
| 1i | Elect Director Mayo A. Shattuck, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | | | | |
| 1j | Elect Director Salaam Coleman Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | | | | |
| 1k | Elect Director Sonia Syngal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Robert Fisher is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining directors is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i> | | | | |

The Hanover Insurance Group, Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** THG
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 410867105

Shares Voted: 7,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Martin P. Hughes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kevin J. Bradicich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Theodore H. Bunting, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Joseph R. Ramrath | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director John C. Roche | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

The Hanover Insurance Group, 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 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Waste Management, Inc.

Meeting Date: 05/10/2022 **Country:** USA **Ticker:** WM
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 94106L109

Shares Voted: 23,666

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director James C. Fish, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1b | Elect Director Andres R. Gluski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1c | Elect Director Victoria M. Holt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1d | Elect Director Kathleen M. Mazzarella | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1e | Elect Director Sean E. Menke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1f | Elect Director William B. Plummer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1g | Elect Director John C. Pope | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1h | Elect Director Maryrose T. Sylvester | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1i | Elect Director Thomas H. Weidemeyer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 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 Civil Rights Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as a report on an independent audit analyzing the adverse impacts of the company's business practices on the civil rights of its stakeholders would allow shareholders to better understand how the company is managing related risks.</i> | | | | |

Werner Enterprises, Inc.

Meeting Date: 05/10/2022

Country: USA

Ticker: WERN

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 950755108

Shares Voted: 11,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kenneth M. Bird | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jack A. Holmes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Carmen A. Tapio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Ziff Davis, Inc.

Meeting Date: 05/10/2022

Country: USA

Ticker: ZD

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 48123V102

Shares Voted: 9,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Vivek Shah | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Sarah Fay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Trace Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director W. Brian Kretzmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jonathan F. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Scott C. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify BDO USA, LLP as Auditors | Mgmt | For | For | For |

American International Group, Inc.

Meeting Date: 05/11/2022

Country: USA

Ticker: AIG

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 026874784

Shares Voted: 52,205

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director James Cole, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director W. Don Cornwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director William G. Jurgensen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Linda A. Mills | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas F. Motamed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Peter R. Porrino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director John G. Rice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Douglas M. Steenland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Therese M. Vaughan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Peter Zaffino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

American Water Works Company, Inc.

Meeting Date: 05/11/2022

Country: USA

Ticker: AWK

Record Date: 03/17/2022

Meeting Type: Annual

Primary Security ID: 030420103

American Water Works Company, Inc.

Shares Voted: 11,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jeffrey N. Edwards | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Martha Clark Goss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director M. Susan Hardwick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kimberly J. Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Julia L. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Patricia L. Kampling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Karl F. Kurz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director George MacKenzie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James G. Stavridis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Medium and Long-Term Greenhouse Gas Targets Aligned with Paris Agreement - Withdrawn | SH | | | |
| 5 | Report on Third-Party Racial Equity Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as an independent racial equity justice audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.</i> | | | | |

Arrow Electronics, Inc.

Meeting Date: 05/11/2022

Country: USA

Ticker: ARW

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 042735100

Shares Voted: 14,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Barry W. Perry | Mgmt | For | For | For |

Arrow Electronics, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director William F. Austen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Fabian T. Garcia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Steven H. Gunby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Gail E. Hamilton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Andrew C. Kerin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Laurel J. Krzeminski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael J. Long | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Carol P. Lowe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Stephen C. Patrick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Gerry P. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditor | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

CF Industries Holdings, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** CF
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 125269100

Shares Voted: 13,180

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Javed Ahmed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert C. Arzbaecher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

CF Industries Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Deborah L. DeHaas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John W. Eaves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Stephen J. Hagge | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jesus Madrazo Yris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Anne P. Noonan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael J. Toelle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Theresa E. Wagler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Celso L. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director W. Anthony Will | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i> | | | | |

ChampionX Corporation

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** CHX
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 15872M104

Shares Voted: 38,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Heidi S. Alderman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Mamatha Chamarthi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

ChampionX Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Gary P. Luquette | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Stuart Porter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Daniel W. Rabun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Sivasankaran (Soma) Somasundaram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Stephen M. Todd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Stephen K. Wagner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

CVS Health Corporation

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** CVS
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 126650100

Shares Voted: 80,577

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Fernando Aguirre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director C. David Brown, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Alecia A. DeCoudreaux | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Nancy-Ann M. DeParle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Roger N. Farah | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Anne M. Finucane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

CVS Health Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director Edward J. Ludwig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Karen S. Lynch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jean-Pierre Millon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Mary L. Schapiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director William C. Weldon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i> | | | | |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |
| 6 | Commission a Workplace Non-Discrimination Audit | SH | Against | Against | Against |
| 7 | Adopt a Policy on Paid Sick Leave for All Employees | SH | Against | Against | Against |
| 8 | Report on External Public Health Costs and Impact on Diversified Shareholders | SH | Against | Against | Against |

Dominion Energy, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** D
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 25746U109

Shares Voted: 49,373

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director James A. Bennett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Robert M. Blue | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director Helen E. Dragas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1D | Elect Director James O. Ellis, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Dominion Energy, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1E | Elect Director D. Maybank Hagood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1F | Elect Director Ronald W. Jibson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1G | Elect Director Mark J. Kington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1H | Elect Director Joseph M. Rigby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director Pamela J. Royal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1J | Elect Director Robert H. Spilman, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1K | Elect Director Susan N. Story | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1L | Elect Director Michael E. Szymanczyk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Right to Call Special Meeting | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 4 is approved) to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i> | | | | |
| 6 | Adopt Medium Term Scope 3 GHG Emissions Reduction Target | SH | Against | Against | Against |
| 7 | Report on the Risk of Natural Gas Stranded Assets | SH | None | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted because shareholders would benefit from one unified disclosure that addresses any risks from stranded natural gas assets.</i> | | | | |

IDEXX Laboratories, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** IDXX
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 45168D104

Shares Voted: 5,150

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jonathan W. Ayers | Mgmt | For | For | For |

IDEXX Laboratories, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Stuart M. Essig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jonathan J. Mazelsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director M. Anne Szostak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Juniper Networks, Inc.

Meeting Date: 05/11/2022

Country: USA

Ticker: JNPR

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 48203R104

Shares Voted: 19,830

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gary Daichendt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Anne DeSanto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kevin DeNuccio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director James Dolce | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Christine Gorjanc | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Janet Haugen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Scott Kriens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Rahul Merchant | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Rami Rahim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Juniper Networks, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director William Stensrud | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The three-year average burn rate is excessive * The plan allows broad discretion to accelerate vesting</i> | | | | | |

Kinder Morgan, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** KMI
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 49456B101

Shares Voted: 119,080

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|-------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Richard D. Kinder | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Steven J. Kean | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director Kimberly A. Dang | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | | |
| 1.4 | Elect Director Ted A. Gardner | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | | |
| 1.5 | Elect Director Anthony W. Hall, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | | |
| 1.6 | Elect Director Gary L. Hultquist | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | | |
| 1.7 | Elect Director Ronald L. Kuehn, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | | |

Kinder Morgan, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Deborah A. Macdonald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Michael C. Morgan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Arthur C. Reichstetter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director C. Park Shaper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director William A. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Joel V. Staff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Robert F. Vagt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.15 | Elect Director Perry M. Waughtal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR EHS Committee Chair Robert Vagt is warranted with caution as the company appears to have no binding forward-looking GHG emissions reductions targets. A vote FOR Executive Chairman Richard Kinder and Lead Director Michael Morgan is warranted, with caution. A vote FOR the other director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Kite Realty Group Trust

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** KRG
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 49803T300

Shares Voted: 45,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director John A. Kite | Mgmt | For | For | For |

Kite Realty Group Trust

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director William E. Bindley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Bonnie S. Biumi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Derrick Burks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Victor J. Coleman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Gerald M. Gorski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Steven P. Grimes | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Christie B. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Peter L. Lynch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director David R. O'Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1k | Elect Director Barton R. Peterson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1l | Elect Director Charles H. Wurtzebach | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1m | Elect Director Caroline L. Young | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Steven Grimes is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | |

Meeting Date: 05/11/2022

Country: USA

Ticker: KSS

Record Date: 03/07/2022

Meeting Type: Proxy Contest

Primary Security ID: 500255104

Shares Voted: 32,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Management Proxy (Blue Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director Michael J. Bender | Mgmt | For | Refer | Do Not Vote |
| 1.2 | Elect Director Peter Boneparth | Mgmt | For | Refer | Do Not Vote |
| 1.3 | Elect Director Yael Cosset | Mgmt | For | Refer | Do Not Vote |
| 1.4 | Elect Director Christine Day | Mgmt | For | Refer | Do Not Vote |
| 1.5 | Elect Director H. Charles Floyd | Mgmt | For | Refer | Do Not Vote |
| 1.6 | Elect Director Michelle Gass | Mgmt | For | Refer | Do Not Vote |
| 1.7 | Elect Director Margaret L. Jenkins | Mgmt | For | Refer | Do Not Vote |
| 1.8 | Elect Director Thomas A. Kingsbury | Mgmt | For | Refer | Do Not Vote |
| 1.9 | Elect Director Robbin Mitchell | Mgmt | For | Refer | Do Not Vote |
| 1.10 | Elect Director Jonas Prising | Mgmt | For | Refer | Do Not Vote |
| 1.11 | Elect Director John E. Schlifske | Mgmt | For | Refer | Do Not Vote |
| 1.12 | Elect Director Adrienne Shapira | Mgmt | For | Refer | Do Not Vote |
| 1.13 | Elect Director Stephanie A. Streeter | Mgmt | For | Refer | Do Not Vote |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Refer | Do Not Vote |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Refer | Do Not Vote |
| | Dissident Proxy (White Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director George R. Brokaw | SH | For | Refer | Withhold |

Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.

| | | | | | |
|-----|--------------------------------|----|-----|-------|----------|
| 1.2 | Elect Director Jonathan Duskin | SH | For | Refer | Withhold |
|-----|--------------------------------|----|-----|-------|----------|

Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Francis Ken Duane | SH | For | Refer | Withhold |
| | <i>Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i> | | | | |
| 1.4 | Elect Director Pamela J. Edwards | SH | For | Refer | For |
| | <i>Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i> | | | | |
| 1.5 | Elect Director Stacy Hawkins | SH | For | Refer | Withhold |
| | <i>Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i> | | | | |
| 1.6 | Elect Director Jeffrey A. Kantor | SH | For | Refer | For |
| | <i>Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i> | | | | |
| 1.7 | Elect Director Perry M. Mandarino | SH | For | Refer | Withhold |
| | <i>Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i> | | | | |
| 1.8 | Elect Director Cynthia S. Murray | SH | For | Refer | Withhold |
| | <i>Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i> | | | | |
| 1.9 | Elect Director Kenneth D. Seipel | SH | For | Refer | Withhold |
| | <i>Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i> | | | | |
| 1.10 | Elect Director Craig M. Young | SH | For | Refer | Withhold |
| | <i>Voter Rationale: Although the dissident has raised certain valid concerns, it has not made the case for a full board overhaul. Nevertheless, some incremental change at the board level may provide added comfort to investors that the strategic alternatives available are being weighed against the upside and risks associated with the standalone plan, and add expertise in the oversight of the company strategy should a deal not materialize. Shareholders are recommended to vote FOR dissident nominees Pamela Edwards and Jeffrey Kantor.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | Against | Refer | For |
| | <i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are entirely based upon pre-set, objective metrics for the year, after the removal of a significant discretionary component. In addition, long-term incentives are primarily performance-based and utilize multi-year performance periods.</i> | | | | |

Kohl's Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|-------------------|------------------|
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | None | Refer | For |

Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.

Laboratory Corporation of America Holdings

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** LH
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 50540R409

Shares Voted: 5,929

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kerrii B. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jean-Luc Belingard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jeffrey A. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director D. Gary Gilliland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Garheng Kong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Peter M. Neupert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Richelle P. Parham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Adam H. Schechter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Kathryn E. Wengel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director R. Sanders Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Right to Call Special Meeting to Remove One-Year Holding Requirement | SH | Against | Against | Against |

Landstar System, Inc.

Meeting Date: 05/11/2022

Country: USA

Ticker: LSTR

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 515098101

Shares Voted: 8,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Teresa L. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Homaira Akbari | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Diana M. Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director James L. Liang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Non-Employee Director Restricted Stock Plan | Mgmt | For | For | For |

MERCURY GENERAL CORPORATION

Meeting Date: 05/11/2022

Country: USA

Ticker: MCY

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 589400100

Shares Voted: 5,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director George Joseph | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Martha E. Marcon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Joshua E. Little | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Gabriel Tirador | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director James G. Ellis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director George G. Braunegg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

MERCURY GENERAL CORPORATION

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Ramona L. Cappello | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Vicky Wai Yee Joseph | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Murphy Oil Corporation

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** MUR
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 626717102

Shares Voted: 29,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director T. Jay Collins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Steven A. Cosse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Claiborne P. Deming | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lawrence R. Dickerson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Michelle A. Earley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Roger W. Jenkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Elisabeth W. Keller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director James V. Kelley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director R. Madison Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Jeffrey W. Nolan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Robert N. Ryan, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Murphy Oil Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1l | Elect Director Neal E. Schmale | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Laura A. Sugg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

NuVasive, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** NUVA
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 670704105

Shares Voted: 10,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert F. Friel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Daniel J. Wolterman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Phillips 66

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** PSX
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 718546104

Shares Voted: 26,728

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Greg C. Garland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR directors Garland and Ramos is warranted, with caution, as the company could take some additional steps that would be constructive in terms of managing climate-related risks. A vote FOR Denise Ramos is warranted, with caution, as the company was only partially responsive to a majority-supported shareholder proposal. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1b | Elect Director Gary K. Adams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR directors Garland and Ramos is warranted, with caution, as the company could take some additional steps that would be constructive in terms of managing climate-related risks. A vote FOR Denise Ramos is warranted, with caution, as the company was only partially responsive to a majority-supported shareholder proposal. A vote FOR the other director nominees is warranted.</i> | | | | |

Phillips 66

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1c | Elect Director John E. Lowe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR directors Garland and Ramos is warranted, with caution, as the company could take some additional steps that would be constructive in terms of managing climate-related risks. A vote FOR Denise Ramos is warranted, with caution, as the company was only partially responsive to a majority-supported shareholder proposal. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director Denise L. Ramos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR directors Garland and Ramos is warranted, with caution, as the company could take some additional steps that would be constructive in terms of managing climate-related risks. A vote FOR Denise Ramos is warranted, with caution, as the company was only partially responsive to a majority-supported shareholder proposal. A vote FOR the other director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i> | | | | |
| 6 | Report on Reducing Plastic Pollution | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.</i> | | | | |

Primerica, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** PRI
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 74164M108

Shares Voted: 8,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John A. Addison, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Joel M. Babbit | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director P. George Benson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Amber L. Cottle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Gary L. Crittenden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Primerica, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Cynthia N. Day | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Sanjeev Dheer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Beatriz R. Perez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director D. Richard Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Glenn J. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Barbara A. Yastine | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditor | Mgmt | For | For | For |

Range Resources Corporation

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** RRC
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 75281A109

Shares Voted: 51,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brenda A. Cline | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Margaret K. Dorman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director James M. Funk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Steve D. Gray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Greg G. Maxwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Reginal W. Spiller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jeffrey L. Ventura | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Range Resources 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 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

Simon Property Group, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** SPG
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 828806109

Shares Voted: 20,095

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Glyn F. Aeppel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Larry C. Glasscock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Karen N. Horn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Allan Hubbard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Reuben S. Leibowitz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Gary M. Rodkin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Peggy Fang Roe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Stefan M. Selig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Daniel C. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director J. Albert Smith, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Marta R. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Six Flags Entertainment Corporation

Meeting Date: 05/11/2022

Country: USA

Ticker: SIX

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: 83001A102

Shares Voted: 15,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ben Baldanza | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Selim Bassoul | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Esi Eggleston Bracey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Denise M. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Enrique Ramirez Mena | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Arik Ruchim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Eliminate Supermajority Vote Requirement to Amend Bylaws | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Skyworks Solutions, Inc.

Meeting Date: 05/11/2022

Country: USA

Ticker: SWKS

Record Date: 03/17/2022

Meeting Type: Annual

Primary Security ID: 83088M102

Shares Voted: 10,050

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alan S. Batey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Kevin L. Beebe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Liam K. Griffin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Eric J. Guerin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Skyworks Solutions, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Christine King | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Suzanne E. McBride | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director David P. McGlade | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert A. Schriesheim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the proposal is warranted. Following a failed say-on-pay vote result, the compensation committee disclosed engagement efforts with shareholders as well as the feedback received in these engagements. The proxy also notes meaningful commitments and pay program changes that were made in response to these shareholder concerns. Additionally, pay and performance are sufficiently aligned for the year in review. Annual and long-term incentives are primarily performance-based, with half of the performance shares utilizing a multi-year performance period. While the annual incentives continue to rely on semi-annual periods, the committee indicates its intention to return to an annual period once market conditions stabilize. However, the relative TSR equity awards continue to lack a payout cap for negative absolute TSR results.</i> | | | | |
| 4 | Eliminate Supermajority Vote Requirement to Approve Mergers, Consolidations or Dispositions of Substantial Assets | Mgmt | For | For | For |
| 5 | Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations | Mgmt | For | For | For |
| 6 | Eliminate Supermajority Vote Requirement to Amend Charter Provisions Governing Directors | Mgmt | For | For | For |
| 7 | Eliminate Supermajority Vote Requirement to Amend Charter Provision Governing Action by Stockholders | Mgmt | For | For | For |
| 8 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.</i> | | | | |

Tractor Supply Company

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** TSCO
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 892356106

Shares Voted: 7,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Cynthia T. Jamison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Tractor Supply Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Joy Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ricardo Cardenas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Denise L. Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Thomas A. Kingsbury | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Ramkumar Krishnan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Harry A. Lawton, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Edna K. Morris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Mark J. Weikel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Costs of Low Wages and Inequality and Impact on Diversified Shareholders | SH | Against | Against | Against |

Under Armour, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** UAA
Record Date: 02/25/2022 **Meeting Type:** Annual
Primary Security ID: 904311107

Shares Voted: 11,550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kevin A. Plank | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Douglas E. Coltharp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jerri L. DeVard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mohamed A. El-Erian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Under Armour, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Patrik Frisk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director David W. Gibbs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Karen W. Katz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Westley Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Eric T. Olson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Harvey L. Sanders | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

United Bankshares, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** UBSI
Record Date: 03/03/2022 **Meeting Type:** Annual
Primary Security ID: 909907107

Shares Voted: 26,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Richard M. Adams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Richard M. Adams, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Charles L. Capito, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Peter A. Converse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Michael P. Fitzgerald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Patrice A. Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Diana Lewis Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

United Bankshares, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director J. Paul McNamara | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Mark R. Nesselroad | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Jerold L. Rexroad | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Lacy I. Rice, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Albert H. Small, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Mary K. Weddle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Gary G. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.15 | Elect Director P. Clinton Winter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Watts Water Technologies, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** WTS
Record Date: 03/17/2022 **Meeting Type:** Annual
Primary Security ID: 942749102

Shares Voted: 5,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Christopher L. Conway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael J. Dubose | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director David A. Dunbar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Louise K. Goeser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director W. Craig Kissel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Watts Water Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Joseph T. Noonan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Robert J. Pagano, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Merilee Raines | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Joseph W. Reitmeier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Wyndham Hotels & Resorts, Inc.

Meeting Date: 05/11/2022 **Country:** USA **Ticker:** WH
Record Date: 03/18/2022 **Meeting Type:** Annual

Primary Security ID: 98311A105

Shares Voted: 19,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Stephen P. Holmes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Geoffrey A. Ballotti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Myra J. Biblowit | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director James E. Buckman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Bruce B. Churchill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Mukul V. Deoras | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Ronald L. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Pauline D.E. Richards | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Wyndham Hotels & Resorts, Inc.

| 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 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Akamai Technologies, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** AKAM
Record Date: 03/17/2022 **Meeting Type:** Annual
Primary Security ID: 00971T101

Shares Voted: 9,948

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Sharon Bowen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Marianne Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Monte Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Dan Hesse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Tom Killalea | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Tom Leighton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jonathan Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Madhu Ranganathan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Ben Verwaayen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Bill Wagner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Ameren Corporation

Meeting Date: 05/12/2022

Country: USA

Ticker: AEE

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 023608102

Shares Voted: 15,746

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Warner L. Baxter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Cynthia J. Brinkley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Catherine S. Brune | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director J. Edward Coleman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ward H. Dickson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Noelle K. Eder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Ellen M. Fitzsimmons | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Rafael Flores | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Richard J. Harshman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Craig S. Ivey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director James C. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Martin J. Lyons, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Steven H. Lipstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Leo S. Mackay, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

ANSYS, Inc.

Meeting Date: 05/12/2022

Country: USA

Ticker: ANSS

Record Date: 03/15/2022

Meeting Type: Annual

Primary Security ID: 03662Q105

Shares Voted: 5,350

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1A | Elect Director Anil Chakravarthy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Barbara V. Scherer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director Ravi K. Vijayaraghavan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Eliminate Supermajority Vote Requirement to Remove a Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i> | | | | |
| 5 | Eliminate Supermajority Vote Requirement to Amend or Repeal the By-Laws | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i> | | | | |
| 6 | Eliminate Supermajority Vote Requirement to Amend or Repeal Certain Provisions of the Charter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i> | | | | |
| 7 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 8 | Declassify the Board of Directors | SH | Against | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |

Assurant, Inc.

Meeting Date: 05/12/2022

Country: USA

Ticker: AIZ

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 04621X108

Shares Voted: 3,611

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Elaine D. Rosen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Assurant, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Paget L. Alves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director J. Braxton Carter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Juan N. Cento | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Keith W. Demmings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Harriet Edelman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Lawrence V. Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jean-Paul L. Montupet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Debra J. Perry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ognjen (Ogi) Redzic | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Paul J. Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Robert W. Stein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Avient Corporation

Meeting Date: 05/12/2022

Country: USA

Ticker: AVNT

Record Date: 03/15/2022

Meeting Type: Annual

Primary Security ID: 05368V106

Shares Voted: 18,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert E. Abernathy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Richard H. Fearon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Avient Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Gregory J. Goff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Neil Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director William R. Jellison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Sandra Beach Lin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Kim Ann Mink | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Ernest Nicolas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Robert M. Patterson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Kerry J. Preete | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Patricia Verduin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director William A. Wulfsohn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Bath & Body Works, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** BBWI
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 070830104

Shares Voted: 16,206

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Patricia S. Bellinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Alessandro Bogliolo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Francis A. Hondal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Bath & Body Works, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Danielle M. Lee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Michael G. Morris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Sarah E. Nash | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Juan Rajlin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Stephen D. Steinour | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director J.K. Symancyk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

Calix, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** CALX
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 13100M509

Shares Voted: 11,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Christopher Bowick | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Carl Russo for an apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kira Makagon | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Carl Russo for an apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael Matthews | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Carl Russo for an apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Carl Russo | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Carl Russo for an apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Calix, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive and - The plan allows broad discretion to accelerate vesting.</i> | | | | |
| 3 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that: • The purchase price is reasonable; • The number of shares reserved is reasonable; and • The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i> | | | | |
| 4 | Amend Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted because: • The limit on the stock price discount is reasonable; and • The share reserve is relatively conservative.</i> | | | | |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i> | | | | |
| 6 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Camden Property Trust

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** CPT
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 133131102

Shares Voted: 21,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Richard J. Campo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Javier E. Benito | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Heather J. Brunner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mark D. Gibson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Scott S. Ingraham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Renu Khator | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director D. Keith Oden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Camden Property Trust

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Frances Aldrich Sevilla-Sacasa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Steven A. Webster | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Kelvin R. Westbrook | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Cboe Global Markets, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** CBOE
Record Date: 03/17/2022 **Meeting Type:** Annual
Primary Security ID: 12503M108

Shares Voted: 6,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Edward T. Tilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Eugene S. Sunshine | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director William M. Farrow, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Edward J. Fitzpatrick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ivan K. Fong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Janet P. Froetscher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jill R. Goodman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Alexander J. Maturri, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jennifer J. McPeck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Roderick A. Palmore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Cboe Global Markets, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director James E. Parisi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Joseph P. Ratterman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Jill E. Sommers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Fredric J. Tomczyk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Corporate Office Properties Trust

Meeting Date: 05/12/2022

Country: USA

Ticker: OFC

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 22002T108

Shares Voted: 23,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas F. Brady | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Stephen E. Budorick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert L. Denton, Sr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Philip L. Hawkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Steven D. Kesler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Letitia A. Long | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Raymond L. Owens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director C. Taylor Pickett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Lisa G. Trimberger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Corporate Office Properties Trust

| 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 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Flowserve Corporation

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** FLS
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 34354P105

Shares Voted: 27,050

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director R. Scott Rowe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Sujeet Chand | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ruby R. Chandy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Gayla J. Delly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director John R. Friedery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director John L. Garrison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Michael C. McMurray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director David E. Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Carlyn R. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The company's regular annual and long-term incentive programs appear to be strongly performance-based, with the entire annual incentive and half of the long-term incentive tied to objective and quantifiable performance measures, and below-target payouts under both programs were aligned with the company's performance. However, one-time retention equity grants made to all of the NEOs in FY21 raise significant concerns given that none of the grants are tied to performance conditions, and the grants were in addition to regular LTI awards. Further, the CEO's retention grant significantly elevated his total pay at a time when performance lagged comparators and shareholders experienced losses.</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Flowserve Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i> | | | | | |

Ford Motor Company

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** F
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 345370860

Shares Voted: 239,705

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kimberly A. Casiano | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1b | Elect Director Alexandra Ford English | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1c | Elect Director James D. Farley, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1d | Elect Director Henry Ford, III | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1e | Elect Director William Clay Ford, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1f | Elect Director William W. Helman, IV | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1g | Elect Director Jon M. Huntsman, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1h | Elect Director William E. Kennard | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1i | Elect Director John C. May | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1j | Elect Director Beth E. Mooney | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1k | Elect Director Lynn Vojvodich Radakovich | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1l | Elect Director John L. Thornton | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1m | Elect Director John B. Veihmeyer | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |

Ford Motor Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1n | Elect Director John S. Weinberg | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 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 Tax Benefits Preservation Plan | Mgmt | For | For | For |
| 5 | Approve Recapitalization Plan for all Stock to Have One-vote per Share | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.</i> | | | | | |

Harley-Davidson, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** HOG
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 412822108

Shares Voted: 31,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|-------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Troy Alstead | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director R. John Anderson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director Michael J. Cave | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.4 | Elect Director Jared D. Dourdeville | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.5 | Elect Director James D. Farley, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.6 | Elect Director Allan Golston | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.7 | Elect Director Sara L. Levinson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.8 | Elect Director N. Thomas Linebarger | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.9 | Elect Director Maryrose Sylvester | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.10 | Elect Director Jochen Zeitz | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

Harley-Davidson, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| <p><i>Voter Rationale: A vote AGAINST this proposal is warranted. The committee made changes to compensation programs in response to investor feedback; however, concerns regarding the structure and magnitude of pay remain, particularly as the CEO's compensation nearly doubled year-over-year. The CEO's base salary remained high, even after the anticipated reduction for FY22. However, more concerning were actions taken in the long-term incentive program. The committee reduced the performance period for annual cycle long-term incentives from a multi-year measurement period to annually measured performance goals, limiting the long-term focus of the program. Further, the CEO's RSUs vest after just one year and his performance option grant does not require that the stock price achievements be sustained beyond the initial 10-day average.</i></p> | | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Approve Restricted Stock Plan | Mgmt | For | Against | Against |
| <p><i>Voter Rationale: While the plan's individual EPSC evaluation resulted in a passing score, a vote AGAINST this proposal is warranted because the aggregate EPSC score, when combined with the share request in Item 4, is below the passing threshold. Based on the aggregate plan analysis, the 2020 Incentive Stock Plan (Item 4) would allow the company the highest cost value.</i></p> | | | | | |

Intel Corporation

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** INTC
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 458140100

Shares Voted: 247,770

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|-------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Patrick P. Gelsinger | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director James J. Goetz | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director Andrea J. Goldsmith | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director Alyssa H. Henry | Mgmt | For | Refer | Against |
| <p><i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director Omar Ishrak | Mgmt | For | Refer | Against |
| <p><i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|------------------------|--|------------------|-----------------|--------------------------|-------------------------|
| 1f | Elect Director Risa Lavizzo-Mourey | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Tsu-Jae King Liu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Gregory D. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Dion J. Weisler | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director Frank D. Yeary | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: There are concerns regarding the compensation committee's limited degree of responsiveness to last year's failed say-on-pay vote. While the proxy discloses engagement efforts and shareholders' feedback, not all concerns are clearly fully addressed. Moreover, other pay program changes that were made following shareholder outreach are not all clearly positive. This falls short of the robust response that is expected following a failed vote. There are also unmitigated pay-for-performance concerns for the year in review. Annual incentive payouts were made well above target against goals that were lowered after their initial establishment due to a shift in company strategy. Further, NEO participation in a second bonus opportunity is questionable, when the primary program provides substantial pay opportunities (including the new CEO's relatively high target STI opportunity). Moreover, the company will reduce the proportion of performance-conditioned equity for non-CEO NEOs beginning with FY22 grants. Finally, some investors may find that the disclosed changes to both STI and LTI programs for next year do not clearly improve program rigor based on the current level of disclosure. In light of both responsiveness and unmitigated pay-for-performance concerns, a vote AGAINST this proposal is warranted.</i> | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting</i> | | | | |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 15 percent to 10 percent would enhance shareholders' rights.</i> | | | | |
| 6 | Report on Third-Party Civil Rights Audit | SH | Against | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this resolution is warranted, as the company is taking sufficient meaningful actions to address risks related to how company policies may contribute to systemic racism. The company is conducting a number of initiatives focused on expanding opportunities for people and communities of color and improving the diversity and inclusion of its workforce.</i> | | | | |

Invesco Ltd.

Meeting Date: 05/12/2022

Country: Bermuda

Ticker: IVZ

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: G491BT108

Shares Voted: 20,814

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Sarah E. Beshar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Thomas M. Finke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Martin L. Flanagan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director William F. Glavin, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director C. Robert Henrikson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Denis Kessler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Nigel Sheinwald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Paula C. Tolliver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director G. Richard Wagoner, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Christopher C. Womack | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Phoebe A. Wood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

KeyCorp

Meeting Date: 05/12/2022

Country: USA

Ticker: KEY

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 493267108

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Alexander M. Cutler | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director H. James Dallas | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Elizabeth R. Gile | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Ruth Ann M. Gillis | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Christopher M. Gorman | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Robin N. Hayes | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Carlton L. Highsmith | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Richard J. Hipple | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Devina A. Rankin | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.10 | Elect Director Barbara R. Snyder | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Richard J. Tobin | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Todd J. Vasos | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director David K. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Robin Hayes is warranted. Although Hayes did not attend at least 75 percent of his total board and committee meetings held during the fiscal year under review, the board discloses a rationale for the reason for the absences and a commitment by Hayes to attend at least 75 percent of his total board and committee meetings in 2022. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditor | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Las Vegas Sands Corp.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** LVS
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 517834107

Shares Voted: 21,050

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Irwin Chafetz | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Micheline Chau | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Patrick Dumont | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Charles D. Forman | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Las Vegas Sands Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Robert G. Goldstein | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Nora M. Jordan | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Charles A. Koppelman | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Lewis Kramer | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director David F. Levi | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Yibing Mao | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While executives did not receive annual equity awards or payouts under the annual incentive program in 2021, the one-time awards granted to NEOs are problematic. The value of the awards, which were granted for retention purposes and in light of the lack of regular-cycle incentive awards for two consecutive years, is excessive, and vesting is subject to performance over a relatively short period. NEOs received additional one-time grants of RSUs in connection with new employment agreements; these awards are entirely time-vesting and lack a compelling rationale. Finally, the CEO and COO each received sizable gross-up payments on perquisites, which are provided by their employment agreements and are considered to be problematic.</i> | | | | |

Manhattan Associates, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** MANH
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 562750109

Shares Voted: 13,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John J. Huntz, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Manhattan Associates, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Thomas E. Noonan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kimberly A. Kuryea | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Martin Marietta Materials, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** MLM
Record Date: 03/04/2022 **Meeting Type:** Annual
Primary Security ID: 573284106

Shares Voted: 3,850

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Dorothy M. Ables | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Sue W. Cole | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Smith W. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Anthony R. Foxx | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director John J. Koraleski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director C. Howard Nye | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Laree E. Perez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Thomas H. Pike | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Michael J. Quillen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Donald W. Slager | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director David C. Wajsgas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Martin Marietta Materials, Inc.

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

Masco Corporation

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** MAS
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 574599106

Shares Voted: 15,121

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Donald R. Parfet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Lisa A. Payne | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Reginald M. Turner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

National Retail Properties, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** NNN
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 637417106

Shares Voted: 36,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Pamela K.M. Beall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Steven D. Cosler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director David M. Fick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Edward J. Fritsch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

National Retail Properties, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Kevin B. Habicht | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Betsy D. Holden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Stephen A. Horn, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Kamau O. Witherspoon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Norfolk Southern Corporation

Meeting Date: 05/12/2022

Country: USA

Ticker: NSC

Record Date: 03/04/2022

Meeting Type: Annual

Primary Security ID: 655844108

Shares Voted: 15,076

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Thomas D. Bell, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Mitchell E. Daniels, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Marcela E. Donadio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director John C. Huffard, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Christopher T. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Thomas C. Kelleher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Steven F. Leer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael D. Lockhart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Amy E. Miles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Norfolk Southern Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.10 | Elect Director Claude Mongeau | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Jennifer F. Scanlon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Alan H. Shaw | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director James A. Squires | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director John R. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 20 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i> | | | | |

Nucor Corporation

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** NUE
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 670346105

Shares Voted: 17,909

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Norma B. Clayton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Patrick J. Dempsey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Christopher J. Kearney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Laurette T. Koellner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Joseph D. Rupp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Leon J. Topalian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Nucor Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director John H. Walker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Nadja Y. West | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditor | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

O'Reilly Automotive, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** ORLY
Record Date: 03/03/2022 **Meeting Type:** Annual
Primary Security ID: 67103H107

Shares Voted: 4,190

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director David O'Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Larry O'Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Greg Henslee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Jay D. Burchfield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas T. Hendrickson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director John R. Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Dana M. Perlman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Maria A. Sastre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Andrea M. Weiss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Fred Whitfield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

O'Reilly Automotive, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold for shareholders to call a special meeting from 15 percent to 10 percent would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.

SBA Communications Corporation

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** SBAC
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 78410G104

Shares Voted: 6,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kevin L. Beebe | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.2 | Elect Director Jack Langer | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.3 | Elect Director Jeffrey A. Stoops | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.4 | Elect Director Jay L. Johnson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

SunPower Corporation

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** SPWR
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 867652406

Shares Voted: 17,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Catherine Lesjak | Mgmt | For | For | For |
| <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominee Vincent Stoquart for failing to establish a board on which a majority of the directors are independent, and for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominee Catherine Lesjak is warranted.</i> | | | | | |

SunPower Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Vincent Stoquart | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominee Vincent Stoquart for failing to establish a board on which a majority of the directors are independent, and for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominee Catherine Lesjak is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| <i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i> | | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | | |

Texas Roadhouse, Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** TXRH
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 882681109

Shares Voted: 13,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael A. Crawford | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Donna E. Epps | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director Gregory N. Moore | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.4 | Elect Director Gerald L. Morgan | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.5 | Elect Director Curtis A. Warfield | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.6 | Elect Director Kathleen M. Widmer | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.7 | Elect Director James R. Zarley | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Tyler Technologies, Inc.

Meeting Date: 05/12/2022

Country: USA

Ticker: TYL

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 902252105

Shares Voted: 2,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Glenn A. Carter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Brenda A. Cline | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ronnie D. Hawkins, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mary L. Landrieu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director John S. Marr, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director H. Lynn Moore, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Daniel M. Pope | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Dustin R. Womble | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Vote Threshold Amendment for Mergers, Share Exchanges, and Certain Other Transactions | Mgmt | For | For | For |
| 3 | Provide Right to Call Special Meeting | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 6 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Union Pacific Corporation

Meeting Date: 05/12/2022

Country: USA

Ticker: UNP

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 907818108

Shares Voted: 39,788

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director William J. DeLaney | Mgmt | For | For | For |

Union Pacific Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director David B. Dillon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Sheri H. Edison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Teresa M. Finley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Lance M. Fritz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Deborah C. Hopkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jane H. Lute | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael R. McCarthy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jose H. Villarreal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Christopher J. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Verizon Communications Inc.

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** VZ
Record Date: 03/14/2022 **Meeting Type:** Annual

Primary Security ID: 92343V104

Shares Voted: 252,871

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Shellye Archambeau | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Roxanne Austin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Mark Bertolini | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Verizon Communications Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Melanie Healey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Laxman Narasimhan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Clarence Otis, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Daniel Schulman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Rodney Slater | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Carol Tome | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Hans Vestberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Gregory Weaver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Report on Charitable Contributions | SH | Against | Against | Against |
| 5 | Amend Senior Executive Compensation Clawback Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i> | | | | |
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i> | | | | |
| 7 | Report on Operations in Communist China | SH | Against | Against | Against |

WEX Inc.

Meeting Date: 05/12/2022

Country: USA

Ticker: WEX

Record Date: 03/31/2022

Meeting Type: Annual

Primary Security ID: 96208T104

Shares Voted: 9,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Daniel Callahan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

WEX Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Shikhar Ghosh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director James (Jim) Neary | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Melissa Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Xylem Inc.

Meeting Date: 05/12/2022

Country: USA

Ticker: XYL

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 98419M100

Shares Voted: 11,005

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jeanne Beliveau-Dunn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Patrick K. Decker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert F. Friel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Jorge M. Gomez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Victoria D. Harker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Steven R. Loranger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Mark D. Morelli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jerome A. Peribere | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Markos I. Tambakeras | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Lila Tretikov | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Xylem Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director Uday Yadav | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Zebra Technologies Corporation

Meeting Date: 05/12/2022 **Country:** USA **Ticker:** ZBRA
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 989207105

Shares Voted: 3,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Nelda J. Connors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Frank B. Modruson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael A. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

APA Corporation

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** APA
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 03743Q108

Shares Voted: 23,049

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Elect Director Annell R. Bay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Elect Director John J. Christmann, IV | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 3 | Elect Director Juliet S. Ellis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

APA Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4 | Elect Director Charles W. Hooper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 5 | Elect Director Chansoo Joung | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 6 | Elect Director John E. Lowe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 7 | Elect Director H. Lamar McKay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 8 | Elect Director Amy H. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 9 | Elect Director Daniel W. Rabun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 10 | Elect Director Peter A. Ragauss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 11 | Elect Director David L. Stover | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 12 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 13 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While the complexity of the annual incentive plan has been somewhat reduced, the program continues to use a large number of metrics and several metrics lack clear disclosure of pre-set performance targets and corresponding pay outcomes. Further, in the long-term program, TSR shares target effectively median performance while the other financial target is not disclosed. Although the proxy states the committee will reduce the CEO's 2022 equity awards to maintain alignment with the market, the number of shares underlying long-term incentive grants significantly increased in FY21, creating a potential windfall opportunity in the event of a stock price rebound.</i> | | | | |

Integra LifeSciences Holdings Corporation

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** IART
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 457985208

Shares Voted: 14,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jan D. De Witte | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Keith Bradley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Shaundra D. Clay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Integra LifeSciences Holdings Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Stuart M. Essig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Barbara B. Hill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Donald E. Morel, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Raymond G. Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Christian S. Schade | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditor | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Intercontinental Exchange, Inc.

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** ICE
Record Date: 03/15/2022 **Meeting Type:** Annual
Primary Security ID: 45866F104

Shares Voted: 34,370

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sharon Y. Bowen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Shantella E. Cooper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Duriya M. Farooqui | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director The Right Hon. the Lord Hague of Richmond | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Mark F. Mulhern | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Thomas E. Noonan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Caroline L. Silver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Intercontinental Exchange, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Jeffrey C. Sprecher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Judith A. Spieser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Martha A. Tirinnanzi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Approve Non-Employee Director Stock Option Plan | Mgmt | For | For | For |
| 5 | Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws | Mgmt | For | For | For |
| 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20% | Mgmt | For | For | For |
| 7 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 8 | Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 50 percent (or 20 percent, if Item 6 is approved) to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.</i> | | | | |

Marriott Vacations Worldwide Corporation

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** VAC
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 57164Y107

Shares Voted: 8,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Raymond L. Gellein, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Dianna F. Morgan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jonice Gray Tucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

MSA Safety Incorporated

Meeting Date: 05/13/2022

Country: USA

Ticker: MSA

Record Date: 02/14/2022

Meeting Type: Annual

Primary Security ID: 553498106

Shares Voted: 7,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert A. Bruggeworth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Gregory B. Jordan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Rebecca B. Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director William R. Sperry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Elect Director Luca Savi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 3 | Ratify Ernst & Young LLP as Auditor | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

nVent Electric Plc

Meeting Date: 05/13/2022

Country: Ireland

Ticker: NVT

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: G6700G107

Shares Voted: 34,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jerry W. Burris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Susan M. Cameron | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michael L. Ducker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Randall J. Hogan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Danita K. Ostling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

nVent Electric Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1f | Elect Director Nicola Palmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Herbert K. Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Greg Scheu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Beth A. Wozniak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Jacqueline Wright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 5 | Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 6 | Authorize Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |

Sempra Energy

Meeting Date: 05/13/2022

Country: USA

Ticker: SRE

Record Date: 03/17/2022

Meeting Type: Annual

Primary Security ID: 816851109

Shares Voted: 19,491

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alan L. Boeckmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Andres Conesa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Maria Contreras-Sweet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Sempra Energy

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Pablo A. Ferrero | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jeffrey W. Martin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Bethany J. Mayer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Michael N. Mears | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jack T. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Cynthia L. Walker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Cynthia J. Warner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director James C. Yardley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Require Independent Board Chair | SH | Against | Against | Against |

Teradyne, Inc.

Meeting Date: 05/13/2022

Country: USA

Ticker: TER

Record Date: 03/17/2022

Meeting Type: Annual

Primary Security ID: 880770102

Shares Voted: 10,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Edwin J. Gillis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Timothy E. Guertin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Peter Herweck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Mark E. Jagiela | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Teradyne, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Mercedes Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Marilyn Matz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Fouad 'Ford' Tamer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Paul J. Tufano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

The Progressive Corporation

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** PGR
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 743315103

Shares Voted: 35,775

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Philip Bleser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Stuart B. Burgdoerfer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Pamela J. Craig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Charles A. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Roger N. Farah | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Lawton W. Fitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Susan Patricia Griffith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Devin C. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jeffrey D. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Progressive Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director Barbara R. Snyder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Jan E. Tighe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Kahina Van Dyke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Amend Non-Employee Director Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Vulcan Materials Company

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** VMC
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 929160109

Shares Voted: 8,119

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kathleen L. Quirk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director David P. Steiner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Lee J. Styslinger, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Weyerhaeuser Company

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** WY
Record Date: 03/17/2022 **Meeting Type:** Annual
Primary Security ID: 962166104

Shares Voted: 45,819

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mark A. Emmert | Mgmt | For | For | For |

Weyerhaeuser Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Rick R. Holley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Sara Grootwassink Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Deidra C. Merriwether | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Al Monaco | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Nicole W. Piasecki | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Lawrence A. Selzer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Devin W. Stockfish | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Kim Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/13/2022 **Country:** USA **Ticker:** ZBH
Record Date: 03/14/2022 **Meeting Type:** Annual
Primary Security ID: 98956P102

Shares Voted: 12,722

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Christopher B. Begley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Betsy J. Bernard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michael J. Farrell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert A. Hagemann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Zimmer Biomet Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1e | Elect Director Bryan C. Hanson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Arthur J. Higgins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Maria Teresa (Tessa) Hilado | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Syed Jafry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Sreelakshmi Kolli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Michael W. Michelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. Although the annual pay program is reasonably performance-based, the company made a problematic one-time pay decision after the fiscal year end. In connection with a spinoff, performance equity granted in 2020 and 2021 was converted into time-vested equity, without disclosure of sufficient rationale. In addition, despite the 2020 performance equity tracking to not earn a payout due to underperformance, that grant was determined to vest at 50 percent of target, which undermines a pay-for-performance philosophy.</i> | | | | |

Aspen Technology, Inc.

Meeting Date: 05/16/2022 **Country:** USA **Ticker:** AZPN
Record Date: 04/14/2022 **Meeting Type:** Special
Primary Security ID: 045327103

Shares Voted: 14,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given the reasonably thorough review of alternatives, strategic merits of the transaction, and balanced forms of consideration. In addition, there is some downside risk of non-approval given the outperformance of Aspen shares relative to peers.</i> | | | | |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the proposal is warranted. Cash severance is double trigger and of a reasonable basis with no excise tax gross-ups payable. In addition, outstanding equity held by executives will only vest upon a qualifying termination.</i> | | | | |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i> | | | | |

Bank OZK

Meeting Date: 05/16/2022

Country: USA

Ticker: OZK

Record Date: 03/08/2022

Meeting Type: Annual

Primary Security ID: 06417N103

Shares Voted: 25,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Nicholas Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Paula Cholmondeley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Beverly Cole | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert East | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kathleen Franklin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jeffrey Gearhart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director George Gleason | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Peter Kenny | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director William A. Koefoed, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Christopher Orndorff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Steven Sadoff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Ross Whipple | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Cathay General Bancorp

Meeting Date: 05/16/2022

Country: USA

Ticker: CATY

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: 149150104

Cathay General Bancorp

Shares Voted: 15,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kelly L. Chan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Dunson K. Cheng | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Chang M. Liu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joseph C.H. Poon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Chemed Corporation

Meeting Date: 05/16/2022

Country: USA

Ticker: CHE

Record Date: 03/23/2022

Meeting Type: Annual

Primary Security ID: 16359R103

Shares Voted: 3,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kevin J. McNamara | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Ron DeLyons | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Joel F. Gemunder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Patrick P. Grace | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Christopher J. Heaney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Thomas C. Hutton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Andrea R. Lindell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Thomas P. Rice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Chemed Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.9 | Elect Director Donald E. Saunders | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director George J. Walsh, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Score Card (EPSC), a vote FOR this proposal is warranted.</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Consolidated Edison, Inc.

Meeting Date: 05/16/2022 **Country:** USA **Ticker:** ED
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 209115104

Shares Voted: 21,602

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Timothy P. Cawley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Ellen V. Futter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director John F. Killian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Karol V. Mason | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director John McAvoy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Dwight A. McBride | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director William J. Mulrow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Armando J. Olivera | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Michael W. Ranger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Consolidated Edison, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.10 | Elect Director Linda S. Sanford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Deirdre Stanley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director L. Frederick Sutherland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Crane Co.

Meeting Date: 05/16/2022 **Country:** USA **Ticker:** CR
Record Date: 04/05/2022 **Meeting Type:** Annual
Primary Security ID: 224399105

Shares Voted: 10,275

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Martin R. Benante | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael Dinkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ronald C. Lindsay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Ellen McClain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Charles G. McClure, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Max H. Mitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jennifer M. Pollino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director John S. Stroup | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director James L. L. Tullis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

| 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 |
| <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i> | | | | | |
| 4 | Approve Formation of Holding Company | Mgmt | For | Refer | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted. The formation of a holding company is expected to enhance the company's operational and financial flexibility. Further, the conversion is being consummated on a one-for-one share basis. Additionally, there is no change in the state of incorporation nor any material changes to the company's governing documents that would adversely impact shareholder rights.</i> | | | | | |

International Bancshares Corporation

Meeting Date: 05/16/2022 **Country:** USA **Ticker:** IBOC
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 459044103

Shares Voted: 11,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Javier de Anda | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.2 | Elect Director Douglas B. Howland | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.3 | Elect Director Rudolph M. Miles | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.4 | Elect Director Dennis E. Nixon | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.5 | Elect Director Larry A. Norton | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.6 | Elect Director Roberto R. Resendez | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.7 | Elect Director Antonio R. Sanchez, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.8 | Elect Director Diana G. Zuniga | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 2 | Ratify RSM US LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Middleby Corp.

Meeting Date: 05/16/2022

Country: USA

Ticker: MIDD

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 596278101

Shares Voted: 11,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sarah Palisi Chapin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Timothy J. FitzGerald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cathy L. McCarthy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John R. Miller, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Robert A. Nerbonne | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Gordon O'Brien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Nassem Ziyad | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Quidel Corporation

Meeting Date: 05/16/2022

Country: USA

Ticker: QDEL

Record Date: 03/31/2022

Meeting Type: Special

Primary Security ID: 74838J101

Shares Voted: 8,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Both the initial and ongoing market reaction has been negative; however, share price performance since announcement of the merger appears to be relatively in-line with declines of other Covid test makers as portions of the world emerge from the global pandemic. The diversification away from Covid testing resulting from the proposed transaction may reduce Covid-related volatility in QDEL shares going forward.</i> | | | | |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Cash severance is double trigger and reasonably based, and NEOs' equity will be converted to awards in the surviving company with vesting terms maintained. However, executives are expected to receive tax gross-up payments in connection with the payment of single-trigger transaction bonuses.</i> | | | | |

Quidel Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the underlying transaction merits support.</i> | | | | |
| 4.1 | Elect Director Douglas C. Bryant | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 4.2 | Elect Director Kenneth F. Buechler | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 4.3 | Elect Director Edward L. Michael | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 4.4 | Elect Director Mary Lake Polan | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 4.5 | Elect Director Ann D. Rhoads | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 4.6 | Elect Director Matthew W. Strobeck | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 4.7 | Elect Director Kenneth J. Widder | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 4.8 | Elect Director Joseph D. Wilkins, Jr. | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i> | | | | |
| 6 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 7 | Amend Omnibus Stock Plan | Mgmt | For | Refer | For |
| | <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | |
| 8 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that: • The purchase price is reasonable; • The shares reserved is relatively conservative; and • The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i> | | | | |

RenaissanceRe Holdings Ltd.

Meeting Date: 05/16/2022

Country: Bermuda

Ticker: RNR

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: G7496G103

Shares Voted: 9,547

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Shyam Gidumal | Mgmt | For | For | For |

RenaissanceRe Holdings Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Henry Klehm, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Valerie Rahmani | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Carol P. Sanders | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Cynthia Trudell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Approve PricewaterhouseCoopers Ltd. as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |

Republic Services, Inc.

Meeting Date: 05/16/2022 **Country:** USA **Ticker:** RSG
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 760759100

Shares Voted: 12,095

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Manuel Kadre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Tomago Collins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michael A. Duffy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Thomas W. Handley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jennifer M. Kirk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael Larson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kim S. Pegula | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Republic Services, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director James P. Snee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Brian S. Tyler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Jon Vander Ark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Sandra M. Volpe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Katharine B. Weymouth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Senior Executive Compensation Clawback Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Further improvement to the clawback policy would expand the board's ability to recoup incentive pay and the increased disclosure requirements would benefit shareholders.</i> | | | | |
| 5 | Report on Third-Party Environmental Justice Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted at this time because a third-party audit would help shareholders assess the company's management of environmental justice issues.</i> | | | | |
| 6 | Report on Third-Party Civil Rights Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Republic Services' efforts to address the issue of any inequality in its workforce and its management of related risks.</i> | | | | |

Alexandria Real Estate Equities, Inc.

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** ARE
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 015271109

Shares Voted: 8,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Joel S. Marcus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Steven R. Hash | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Alexandria Real Estate Equities, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director James P. Cain | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Cynthia L. Feldmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Maria C. Freire | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Jennifer Friel Goldstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Richard H. Klein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael A. Woronoff | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST James Cain, Maria Freire and Michael Woronoff is warranted for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Amend Restricted Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as maximum payouts under both incentive plans are commensurate with the company's robust performance over the longer-term. With that said, concerns remain regarding the co-CEO and executive chairman structure, as all three NEOs receive CEO level pay.</i> | | | | |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |
| | <i>Voter Rationale: The proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares. As such, a vote FOR this proposal is warranted.</i> | | | | |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Amgen Inc.

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** AMGN
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 031162100

Shares Voted: 34,695

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Wanda M. Austin | Mgmt | For | For | For |

Amgen Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert A. Bradway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Brian J. Druker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert A. Eckert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Greg C. Garland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Charles M. Holley, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director S. Omar Ishrak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Tyler Jacks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Ellen J. Kullman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Amy E. Miles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Ronald D. Sugar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director R. Sanders Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Amkor Technology, Inc.

Meeting Date: 05/17/2022

Country: USA

Ticker: AMKR

Record Date: 03/22/2022

Meeting Type: Annual

Primary Security ID: 031652100

Shares Voted: 22,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director James J. Kim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Amkor Technology, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Susan Y. Kim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Giel Rutten | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Douglas A. Alexander | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Roger A. Carolin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Winston J. Churchill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Daniel Liao | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director MaryFrances McCourt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Robert R. Morse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Gil C. Tily | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director David N. Watson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While pay and performance were aligned for the year in review, the company made severance payments to a former NEO upon his retirement. Many investors view the ability to resign or retire and receive severance pay to be a problematic pay practice, as severance is intended as a protection against involuntary job loss</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Baker Hughes Company

Meeting Date: 05/17/2022

Country: USA

Ticker: BKR

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 05722G100

Shares Voted: 50,642

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director W. Geoffrey Beattie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Baker Hughes Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Gregory D. Brenneman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Cynthia B. Carroll | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Nelda J. Connors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Michael R. Dumais | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Gregory L. Ebel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Lynn L. Elsenhans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director John G. Rice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Lorenzo Simonelli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

First Republic Bank

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** FRC
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 33616C100

Shares Voted: 10,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director James H. Herbert, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Katherine August-deWilde | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Frank J. Fahrenkopf, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Boris Groysberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Sandra R. Hernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

First Republic Bank

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Pamela J. Joyner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Shilla Kim-Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Reynold Levy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director George G.C. Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Michael J. Roffler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

FirstEnergy Corp.

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** FE
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 337932107

Shares Voted: 33,240

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Jana T. Croom | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Steven J. Demetriou | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Lisa Winston Hicks | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Paul Kaleta | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Sean T. Klimczak | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |

FirstEnergy Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Jesse A. Lynn | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director James F. O'Neil, III | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director John W. Somerhalder, II | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Steven E. Strah | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Andrew Teno | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Leslie M. Turner | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Melvin D. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Directors Somerhalder II and O'Neil are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR the other director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Child Labor Audit | SH | Against | Against | Against |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small.</i> | | | | |

FULTON FINANCIAL CORPORATION

Meeting Date: 05/17/2022

Country: USA

Ticker: FULT

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 360271100

FULTON FINANCIAL CORPORATION

Shares Voted: 33,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jennifer Craighead Carey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Lisa Crutchfield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Denise L. Devine | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Steven S. Etter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director George W. Hodges | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director George K. Martin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director James R. Moxley, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Curtis J. Myers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Antoinette M. Pergolin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Scott A. Snyder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Ronald H. Spair | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Mark F. Strauss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director E. Philip Wenger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

ICU Medical, Inc.

Meeting Date: 05/17/2022

Country: USA

Ticker: ICUI

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 44930G107

ICU Medical, Inc.

Shares Voted: 4,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Vivek Jain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director George A. Lopez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director David C. Greenberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Elisha W. Finney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director David F. Hoffmeister | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Donald M. Abbey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Laurie Hernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Kolleen T. Kennedy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director William Seeger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Iridium Communications Inc.

Meeting Date: 05/17/2022

Country: USA

Ticker: IRDM

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 46269C102

Shares Voted: 24,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert H. Niehaus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Thomas C. Canfield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Matthew J. Desch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Iridium Communications Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Thomas J. Fitzpatrick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director L. Anthony Frazier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Jane L. Harman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Alvin B. Krongard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Suzanne E. McBride | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Eric T. Olson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Parker W. Rush | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Henrik O. Schliemann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Kay N. Sears | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Barry J. West | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

JPMorgan Chase & Co.

Meeting Date: 05/17/2022

Country: USA

Ticker: JPM

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 46625H100

Shares Voted: 182,550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Linda B. Bammann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|------------------------|--|------------------|-----------------|--------------------------|-------------------------|
| 1b | Elect Director Stephen B. Burke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Todd A. Combs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director James S. Crown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1e | Elect Director James Dimon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1f | Elect Director Timothy P. Flynn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1g | Elect Director Melody Hobson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael A. Neal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1i | Elect Director Phebe N. Novakovic | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1j | Elect Director Virginia M. Rometty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Risk Committee Chair Linda Bammann and Public Responsibility Committee James Crown is warranted, with caution. Although certain concerns are raised regarding the rigor of JP Morgan's GHG emission reduction targets, these are not considered to rise to a level of concern that would imply that votes against Bammann and Crown are warranted. A vote FOR the other director nominees is warranted.</i> | | | | |

JPMorgan Chase & Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| <p><i>Voter Rationale: The increase in reported CEO pay is primarily the result of a sizable, one-time award of stock appreciation rights. Although the CEO's annual LTI is entirely based on clearly disclosed multi-year goals, there are significant concerns regarding the structure of the one-time award, as the award lacks rigorous performance-vesting criteria, or even a premium exercise price. This structural concern is heightened given the substantial pay opportunities this off-cycle award provides. The executive pay program's reliance on discretion to determine annual incentives remains an ongoing concern, even when such discretion is guided by performance assessments against consistent metrics. While the company's recent improved performance may provide context to an increase in performance year pay, some investors may nonetheless question an increase in the CEO's annual-cycle award while long-term TSR lagged the S&P 500 and when the regular award was preceded by such a sizable one-time award. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i></p> | | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario | SH | Against | Against | Against |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p> | | | | | |
| 6 | Require Independent Board Chair | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i></p> | | | | | |
| 7 | Disclose Director Skills and Qualifications Including Ideological Perspectives | SH | Against | Against | Against |
| 8 | Amend Certificate of Incorporation to Become a Public Benefit Corporation | SH | Against | Against | Against |
| 9 | Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments | SH | Against | Against | Against |

Knight-Swift Transportation Holdings Inc.

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** KNX
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 499049104

Shares Voted: 34,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael Garnreiter | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.2 | Elect Director David Vander Ploeg | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Robert E. Synowicki, Jr. | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.4 | Elect Director Reid Dove | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |

Knight-Swift Transportation Holdings Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Louis Hobson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

Leggett & Platt, Incorporated

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** LEG
Record Date: 03/08/2022 **Meeting Type:** Annual
Primary Security ID: 524660107

Shares Voted: 27,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Angela Barbee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Mark A. Blinn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert E. Brunner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Mary Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director J. Mitchell Dolloff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Manuel A. Fernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Karl G. Glassman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Joseph W. McClanathan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Judy C. Odom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Srikanth Padmanabhan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Leggett & Platt, Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director Jai Shah | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Phoebe A. Wood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditor | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Mid-America Apartment Communities, Inc.

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** MAA
Record Date: 03/11/2022 **Meeting Type:** Annual
Primary Security ID: 59522J103

Shares Voted: 7,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director H. Eric Bolton, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Alan B. Graf, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Toni Jennings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Edith Kelly-Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director James K. Lowder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Thomas H. Lowder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Monica McGurk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Claude B. Nielsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Philip W. Norwood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director W. Reid Sanders | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Gary Shorb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Mid-America Apartment Communities, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1l | Elect Director David P. Stockert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Motorola Solutions, Inc.

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** MSI
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 620076307

Shares Voted: 10,303

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gregory Q. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i> | | | | |
| 1b | Elect Director Kenneth D. Denman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i> | | | | |
| 1c | Elect Director Egon P. Durban | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i> | | | | |
| 1d | Elect Director Ayanna M. Howard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i> | | | | |
| 1e | Elect Director Clayton M. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i> | | | | |
| 1f | Elect Director Judy C. Lewent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i> | | | | |
| 1g | Elect Director Gregory K. Mondre | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i> | | | | |
| 1h | Elect Director Joseph M. Tucci | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Egon Durban and Gregory (Greg) Mondre is warranted for serving as non-independent members of a key board committee. A vote AGAINST Egon Durban is further warranted for serving as a director on more than five public company boards. A vote FOR the remaining nominees is warranted.</i> | | | | |

Motorola Solutions, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 2 | Ratify PricewaterhouseCoopers LLP as Auditor | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are largely based on pre-set financial metrics. Long-term incentives are majority performance-based and rely on multiyear performance periods.</i> | | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | | |

Nielsen Holdings Plc

Meeting Date: 05/17/2022 **Country:** United Kingdom **Ticker:** NLSN
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: G6518L108

Shares Voted: 21,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director James A. Attwood, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Thomas H. Castro | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Guerrino De Luca | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1d | Elect Director Karen M. Hoguet | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1e | Elect Director David Kenny | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1f | Elect Director Janice Marinelli Mazza | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1g | Elect Director Jonathan F. Miller | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1h | Elect Director Stephanie Plaines | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1i | Elect Director Nancy Tellem | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1j | Elect Director Lauren Zalaznick | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Nielsen Holdings Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 3 | Reappoint Ernst & Young LLP as UK Statutory Auditors | Mgmt | For | For | For |
| 4 | Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 7 | Authorize Issue of Equity | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |
| 8 | Authorize Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |
| 9 | Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |
| 10 | Approve Share Repurchase Contracts and Repurchase Counterparties | Mgmt | For | For | For |

Packaging Corporation of America

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** PKG
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 695156109

Shares Voted: 5,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Cheryl K. Beebe | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Duane C. Farrington | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director Donna A. Harman | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.4 | Elect Director Mark W. Kowlzan | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.5 | Elect Director Robert C. Lyons | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.6 | Elect Director Thomas P. Maurer | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

Packaging Corporation of America

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Samuel M. Mencoff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Roger B. Porter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Thomas S. Souleles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Paul T. Stecko | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Pentair Plc

Meeting Date: 05/17/2022

Country: Ireland

Ticker: PNR

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: G7S00T104

Shares Voted: 10,114

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mona Abutaleb Stephenson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Melissa Barra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Glynis A. Bryan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director T. Michael Glenn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Theodore L. Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David A. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Gregory E. Knight | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael T. Speetzen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director John L. Stauch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Pentair Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 1j | Elect Director Billie I. Williamson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |
| 5 | Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |
| 6 | Determine Price Range for Reissuance of Treasury Shares | Mgmt | For | For | For |

Principal Financial Group, Inc.

Meeting Date: 05/17/2022

Country: USA

Ticker: PFG

Record Date: 03/23/2022

Meeting Type: Annual

Primary Security ID: 74251V102

Shares Voted: 14,154

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael T. Dan | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Blair C. Pickerell | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director Clare S. Richer | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Realty Income Corporation

Meeting Date: 05/17/2022

Country: USA

Ticker: O

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 756109104

Realty Income Corporation

Shares Voted: 33,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Priscilla Almodovar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jacqueline Brady | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director A. Larry Chapman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Reginald H. Gilyard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Mary Hogan Preusse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Priya Cherian Huskins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Gerardo I. Lopez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael D. McKee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Gregory T. McLaughlin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ronald L. Merriman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Sumit Roy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |

TEGNA Inc.

Meeting Date: 05/17/2022

Country: USA

Ticker: TGNA

Record Date: 04/12/2022

Meeting Type: Special

Primary Security ID: 87901J105

Shares Voted: 45,534

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |

TEGNA Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: The sales process was thorough, shareholders are receiving a premium to the unaffected price and TGNAs five-year high, there is a potential downside risk of non-approval, and the cash form of consideration provides shareholders with liquidity and certainty of value. As such, support FOR the proposed transaction is warranted.</i> | | | | |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Two NEOs would be eligible for full cash severance if they resigned without a "good reason" within a certain period following the merger closing (i.e. problematic modified-single-trigger severance). In addition, two NEOs would be eligible for excise tax gross-ups, and the unvested equity for all NEOs will automatically accelerate upon the merger.</i> | | | | |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as support for the underlying transaction is warranted.</i> | | | | |

The Charles Schwab Corporation

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** SCHW
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 808513105

Shares Voted: 91,687

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John K. Adams, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Stephen A. Ellis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Brian M. Levitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Arun Sarin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Charles R. Schwab | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Paula A. Sneed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Provide Proxy Access Right | Mgmt | For | For | For |
| 7 | Adopt Proxy Access Right | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this advisory proposal is warranted as the proxy access provisions suggested by the proponent would be more favorable to shareholders than the comparable provisions of the board bylaw proposal in Item 6.</i> | | | | |

The Charles Schwab Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 8 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.</i></p> | | | | | |

The Hershey Company

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** HSY
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 427866108

Shares Voted: 8,878

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Pamela M. Arway | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.2 | Elect Director James W. Brown | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Michele G. Buck | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.4 | Elect Director Victor L. Crawford | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.5 | Elect Director Robert M. Dutkowsky | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.6 | Elect Director Mary Kay Haben | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.7 | Elect Director James C. Katzman | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.8 | Elect Director M. Diane Koken | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.9 | Elect Director Robert M. Malcolm | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.10 | Elect Director Anthony J. Palmer | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.11 | Elect Director Juan R. Perez | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1.12 | Elect Director Wendy L. Schoppert | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

The Hershey Company

| 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 | Report on Eradication of Child Labor in Cocoa Production | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to ban child labor would allow investors to better understand how the company is managing human rights related risks in its supply chain.

Valley National Bancorp

Meeting Date: 05/17/2022 **Country:** USA **Ticker:** VLY
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 919794107

Shares Voted: 84,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Andrew B. Abramson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Ronen Agassi | Mgmt | For | Refer | Against |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Peter J. Baum | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1d | Elect Director Eric P. Edelstein | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1e | Elect Director Marc J. Lenner | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1f | Elect Director Peter V. Maio | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1g | Elect Director Avner Mendelson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1h | Elect Director Ira Robbins | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1i | Elect Director Suresh L. Sani | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1j | Elect Director Lisa J. Schultz | Mgmt | For | For | For |
| <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | | |

Valley National Bancorp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director Jennifer W. Steans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1l | Elect Director Jeffrey S. Wilks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1m | Elect Director Sidney S. Williams, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Ronen Agassi is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i> | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the proponent's proposed special meeting right would be less burdensome for shareholders to use than the current right.</i> | | | | |

Advanced Micro Devices, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** AMD
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 007903107

Shares Voted: 100,150

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John E. Caldwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Nora M. Denzel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Mark Durcan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michael P. Gregoire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Joseph A. Householder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director John W. Marren | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jon A. Olson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Advanced Micro Devices, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Lisa T. Su | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Abhi Y. Talwalkar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Elizabeth W. Vanderslice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Align Technology, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** ALGN
Record Date: 03/23/2022 **Meeting Type:** Annual
Primary Security ID: 016255101

Shares Voted: 4,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kevin J. Dallas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Joseph M. Hogan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Joseph Lacob | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director C. Raymond Larkin, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director George J. Morrow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Anne M. Myong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Andrea L. Saia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Greg J. Santora | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Susan E. Siegel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Warren S. Thaler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Align Technology, Inc.

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

American Financial Group, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** AFG
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 025932104

Shares Voted: 14,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Carl H. Lindner, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director S. Craig Lindner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director John B. Berding | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director James E. Evans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Terry S. Jacobs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Gregory G. Joseph | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Mary Beth Martin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Amy Y. Murray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Evans N. Nwankwo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director William W. Verity | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director John I. Von Lehman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

American Tower Corporation

Meeting Date: 05/18/2022

Country: USA

Ticker: AMT

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 03027X100

Shares Voted: 27,768

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas A. Bartlett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Kelly C. Chambliss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Teresa H. Clarke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Raymond P. Dolan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kenneth R. Frank | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert D. Hormats | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Grace D. Lieblein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Craig Macnab | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director JoAnn A. Reed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Pamela D.A. Reeve | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director David E. Sharbutt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Bruce L. Tanner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Samme L. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Amphenol Corporation

Meeting Date: 05/18/2022

Country: USA

Ticker: APH

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 032095101

Shares Voted: 36,580

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Nancy A. Altobello | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Stanley L. Clark | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director David P. Falck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Edward G. Jepsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Rita S. Lane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Robert A. Livingston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Martin H. Loeffler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director R. Adam Norwitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Anne Clarke Wolff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve shareholder rights.</i> | | | | |

Anthem, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: ANTM

Record Date: 03/17/2022

Meeting Type: Annual

Primary Security ID: 036752103

Shares Voted: 14,846

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Susan D. DeVore | Mgmt | For | For | For |

Anthem, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Bahija Jallal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ryan M. Schneider | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Elizabeth E. Tallett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Change Company Name to Elevance Health, Inc. | Mgmt | For | For | For |
| 5 | Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates | SH | Against | Against | Against |
| 6 | Oversee and Report a Racial Equity Audit | SH | Against | Against | Against |

Carter's, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** CRI
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 146229109

Shares Voted: 9,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Rochester (Rock) Anderson, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jeffrey H. Black | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Hali Borenstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Luis A. Borgen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Michael D. Casey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director A. Bruce Cleverly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jevin S. Eagle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Carter's, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Mark P. Hipp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director William J. Montgoris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Stacey S. Rauch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Gretchen W. Schar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Stephanie P. Stahl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

CBRE Group, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** CBRE
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 12504L109

Shares Voted: 20,499

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brandon B. Boze | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Beth F. Cobert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Reginald H. Gilyard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Shira D. Goodman | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Christopher T. Jenny | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |

CBRE Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Gerardo I. Lopez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Susan Meaney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Oscar Munoz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Robert E. Sulentic | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director Sanjiv Yajnik | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The company clearly discloses the adjustments made to the performance targets underlying the 2020 performance equity awards, as well as the rationale for these adjustments. While these adjustments resulted in awards being earned at maximum, this is aligned with the company's recent strong TSR performance. Additionally, the majority of CEO pay remains conditioned on objective performance metrics, and the CEO agreed to reduce his pay during the year in review in light of the ongoing challenges presented by the COVID-19 pandemic.</i> | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i> | | | | |

Chipotle Mexican Grill, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** CMG
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 169656105

Shares Voted: 1,738

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Albert S. Baldocchi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Chipotle Mexican Grill, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Matthew A. Carey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Gregg L. Engles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Patricia Fili-Krushel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Mauricio Gutierrez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Robin Hickenlooper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Scott Maw | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Brian Niccol | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Mary Winston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 6 | Oversee and Report a Racial Equity Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Chipotle's efforts to address the issue of any inequality in its workforce and its management of related risks.</i> | | | | |
| 7 | Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics | SH | Against | Against | Against |

Enphase Energy, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: ENPH

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 29355A107

Shares Voted: 8,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Steven J. Gomo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Enphase Energy, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Thurman John "T.J." Rodgers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the majority of long-term incentives use performance metrics to determine vesting, the stock price metric utilized by the PRSUs in the prior year was removed, resulting in the PRSUs being entirely based on undisclosed goals. Actual performance was also not disclosed, limiting investors' ability to assess the rigor of performance targets for the earned portion. Long-term incentives also continued to use a one-year performance period, limiting the long-term nature of the program. Further, the value of the NEOs' equity awards increased significantly in FY21, and the rationale provided in a supplemental filing was not considered to be compelling.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Investnet, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** ENV
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 29404K106

Shares Voted: 11,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director William Crager | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Gayle Crowell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Euronet Worldwide, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** EEFT
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 298736109

Shares Voted: 10,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael J. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for nominating committee members Andrew Schmitt and M. Jeannine Strandjord for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominee Michael Brown is warranted.</i> | | | | |

Euronet Worldwide, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Andrew B. Schmitt | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for nominating committee members Andrew Schmitt and M. Jeannine Strandjord for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominee Michael Brown is warranted.</i> | | | | |
| 1.3 | Elect Director M. Jeannine Strandjord | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for nominating committee members Andrew Schmitt and M. Jeannine Strandjord for lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominee Michael Brown is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i> | | | | |

Fiserv, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** FISV
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 337738108

Shares Voted: 36,416

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Frank J. Bisignano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Alison Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Henrique de Castro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Harry F. DiSimone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Dylan G. Haggart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Wafaa Mamilli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Heidi G. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Doyle R. Simons | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Kevin M. Warren | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Fiserv, Inc.

| 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 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |

Voter Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.

Foot Locker, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** FL
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 344849104

Shares Voted: 18,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Virginia C. Drosos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Alan D. Feldman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Richard A. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Guillermo G. Marmol | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Darlene Nicosia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Steven Oakland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Ulice Payne, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Kimberly Underhill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director Tristan Walker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1j | Elect Director Dona D. Young | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 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 |

Foot Locker, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Halliburton Company

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** HAL
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 406216101

Shares Voted: 54,371

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Abdulaziz F. Al Khayyal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director William E. Albrecht | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director M. Katherine Banks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Alan M. Bennett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Milton Carroll | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Earl M. Cummings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Murry S. Gerber | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert A. Malone | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jeffrey A. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Halliburton Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director Bhavesh V. (Bob) Patel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1k | Elect Director Tobi M. Edwards Young | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the compensation committee has demonstrated only a limited degree of responsiveness to investor concerns. Further, for the year in review, ongoing concerns with respect to the long-term incentive program underscore a pay-for-performance misalignment. While acknowledging reporting challenges associated with the change in long-term incentive programs, the CEO's total target annual LTI award value has increased over the past two years without clear rationale, providing larger payout opportunities. The performance metrics also target merely median performance and have resulted in maximum payouts for several consecutive years, even resulting in maximum-level vesting when performance was negative in each of the last two cycles.</i> | | | | |

Henry Schein, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** HSIC
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 806407102

Shares Voted: 8,550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mohamad Ali | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Stanley M. Bergman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director James P. Breslawski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Deborah Derby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Joseph L. Herring | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Kurt P. Kuehn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Philip A. Laskawy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Henry Schein, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Anne H. Margulies | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Mark E. Mlotek | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Steven Paladino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Carol Raphael | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director E. Dianne Rekow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Scott Serota | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Bradley T. Sheares | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director Reed V. Tuckson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. In addition to granting an entirely time-based one-time pandemic related equity award, the compensation committee revised its long-term incentive program to consist of entirely time-based equity awards, as opposed to the entirely performance-based awards granted in FY2020.</i> | | | | |
| 3 | Ratify BDO USA, LLP as Auditors | Mgmt | For | For | For |

ITT Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: ITT

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 45073V108

Shares Voted: 17,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Geraud Darnis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Donald DeFosset, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Nicholas C. Fanandakis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Richard P. Lavin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

ITT Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Rebecca A. McDonald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Timothy H. Powers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Luca Savi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Cheryl L. Shavers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Sabrina Soussan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

KBR, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** KBR
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 48242W106

Shares Voted: 29,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mark E. Baldwin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Stuart J. B. Bradie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Lynn A. Dugle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lester L. Lyles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director John A. Manzoni | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Wendy M. Masiello | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

KBR, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director Jack B. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Ann D. Pickard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Carlos A. Sabater | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Vincent R. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Lumen Technologies, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: LUMN

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 550241103

Shares Voted: 53,627

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Quincy L. Allen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Martha Helena Bejar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Peter C. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kevin P. Chilton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Steven T. "Terry" Clontz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director T. Michael Glenn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director W. Bruce Hanks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Hal Stanley Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Michael Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Lumen Technologies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director Laurie Siegel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Jeffrey K. Storey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Minerals Technologies Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** MTX
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 603158106

Shares Voted: 7,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Douglas T. Dietrich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Carolyn K. Pittman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Molson Coors Beverage Company

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** TAP
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 60871R209

Shares Voted: 10,932

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Roger G. Eaton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Charles M. Herington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director H. Sanford Riley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Mondelez International, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: MDLZ

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 609207105

Shares Voted: 85,426

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Lewis W.K. Booth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Charles E. Bunch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ertharin Cousin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lois D. Juliber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jorge S. Mesquita | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jane Hamilton Nielsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Christiana S. Shi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Patrick T. Siewert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Michael A. Todman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Dirk Van de Put | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Oversee and Report on a Racial Equity Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Mondelez's efforts to address any adverse impacts of its business on non-white stakeholders and communities of color and its management of related risks.</i> | | | | |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |

Neurocrine Biosciences, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: NBIX

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 64125C109

Neurocrine Biosciences, Inc.

Shares Voted: 19,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Richard F. Pops | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Shalini Sharp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Stephen A. Sherwin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Nordstrom, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: JWN

Record Date: 03/09/2022

Meeting Type: Annual

Primary Security ID: 655664100

Shares Voted: 22,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Stacy Brown-Philpot | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director James L. Donald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kirsten A. Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Glenda G. McNeal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Erik B. Nordstrom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Peter E. Nordstrom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Amie Thuener O'Toole | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Nordstrom, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Bradley D. Tilden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Mark J. Tritton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Northrop Grumman Corporation

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** NOC
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 666807102

Shares Voted: 9,222

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kathy J. Warden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director David P. Abney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Marianne C. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Donald E. Felsing | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Ann M. Fudge | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director William H. Hernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Madeleine A. Kleiner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Karl J. Krapek | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Graham N. Robinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Gary Roughead | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Thomas M. Schoewe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Northrop Grumman Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.12 | Elect Director James S. Turley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Mark A. Welsh, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.</i> | | | | |

Old Dominion Freight Line, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** ODFL
Record Date: 03/10/2022 **Meeting Type:** Annual
Primary Security ID: 679580100

Shares Voted: 5,775

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Sherry A. Aaholm | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director David S. Congdon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director John R. Congdon, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Bradley R. Gabosch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Greg C. Gantt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Patrick D. Hanley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director John D. Kasarda | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Wendy T. Stallings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Thomas A. Stith, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Old Dominion Freight Line, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.10 | Elect Director Leo H. Suggs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director D. Michael Wray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Old National Bancorp

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** ONB
Record Date: 03/10/2022 **Meeting Type:** Annual
Primary Security ID: 680033107

Shares Voted: 61,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Barbara A. Boigegrain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Thomas L. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Kathryn J. Hayley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Peter J. Henseler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Daniel S. Hermann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Ryan C. Kitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Austin M. Ramirez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Ellen A. Rudnick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director James C. Ryan, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Thomas E. Salmon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Michael L. Scudder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Old National Bancorp

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.12 | Elect Director Rebecca S. Skillman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Michael J. Small | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Derrick J. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.15 | Elect Director Stephen C. Van Arsdell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.16 | Elect Director Katherine E. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Crowe LLP as Auditors | Mgmt | For | For | For |

Option Care Health, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** OPCH
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 68404L201

Shares Voted: 24,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Anita M. Allemand | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director John J. Arlotta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Elizabeth Q. Betten | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Elizabeth D. Bierbower | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Natasha Deckmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Aaron Friedman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director David W. Golding | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |

Option Care Health, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Harry M. Jansen Kraemer, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director R. Carter Pate | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John C. Rademacher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Nitin Sahney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Timothy Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Mark Vainisi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Pinnacle West Capital Corporation

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** PNW
Record Date: 03/10/2022 **Meeting Type:** Annual
Primary Security ID: 723484101

Shares Voted: 6,860

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Glynis A. Bryan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Gonzalo A. de la Melena, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Richard P. Fox | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Jeffrey B. Guldner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Dale E. Klein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Kathryn L. Munro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Bruce J. Nordstrom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Pinnacle West Capital Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Paula J. Sims | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director William H. Spence | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director James E. Trevathan, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director David P. Wagener | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i> | | | | |

PPL Corporation

Meeting Date: 05/18/2022

Country: USA

Ticker: PPL

Record Date: 02/28/2022

Meeting Type: Annual

Primary Security ID: 69351T106

Shares Voted: 46,973

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Arthur P. Beattie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Raja Rajamannar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Heather B. Redman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Craig A. Rogerson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Vincent Sorgi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Natica von Althann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Keith H. Williamson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

PPL Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Phoebe A. Wood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Armando Zagalo de Lima | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Quest Diagnostics Incorporated

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** DGX
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 74834L100

Shares Voted: 7,503

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Tracey C. Doi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Vicky B. Gregg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Wright L. Lassiter, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Timothy L. Main | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Denise M. Morrison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Gary M. Pfeiffer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Timothy M. Ring | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Stephen H. Rusckowski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Gail R. Wilensky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | Mgmt | For | For | For |

Quest Diagnostics Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 5 | Amend Right to Call Special Meeting | Mgmt | For | For | For |
| 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.

Reliance Steel & Aluminum Co.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** RS
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 759509102

Shares Voted: 13,175

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Lisa L. Baldwin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Karen W. Colonias | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Frank J. Dellaquila | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John G. Figueroa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director James D. Hoffman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Mark V. Kaminski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Karla R. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert A. McEvoy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director David W. Seeger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Douglas W. Stotlar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Reliance Steel & Aluminum Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--------------------------|-----------|----------|-------------------|------------------|
| 4 | Amend Proxy Access Right | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i> | | | | | |

Robert Half International Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** RHI
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 770323103

Shares Voted: 6,353

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Julia L. Coronado | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1b | Elect Director Dirk A. Kempthorne | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1c | Elect Director Harold M. Messmer, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1d | Elect Director Marc H. Morial | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1e | Elect Director Robert J. Pace | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1f | Elect Director Frederick A. Richman | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1g | Elect Director M. Keith Waddell | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Ross Stores, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** ROST
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 778296103

Shares Voted: 21,790

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director K. Gunnar Bjorklund | Mgmt | For | For | For |

Ross Stores, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Michael J. Bush | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Sharon D. Garrett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michael J. Hartshorn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Stephen D. Milligan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Patricia H. Mueller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director George P. Orban | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Larree M. Renda | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Barbara Rentler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Doniel N. Sutton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Southwest Airlines Co.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** LUV
Record Date: 03/22/2022 **Meeting Type:** Annual

Primary Security ID: 844741108

Shares Voted: 36,104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director David W. Biegler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director J. Veronica Biggins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Douglas H. Brooks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Southwest Airlines Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director William H. Cunningham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director John G. Denison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Thomas W. Gilligan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director David P. Hess | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert E. Jordan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Gary C. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Nancy B. Loeffler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director John T. Montford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Christopher P. Reynolds | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Ron Ricks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt Majority Vote Cast to Remove Directors With or Without Cause | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the ability to remove directors with or without cause would enhance shareholder rights.</i> | | | | |
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.</i> | | | | |

Spirit Realty Capital, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: SRC

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 84860W300

Spirit Realty Capital, Inc.

Shares Voted: 23,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kevin M. Charlton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Elizabeth F. Frank | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michelle M. Frymire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Kristian M. Gathright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Richard I. Gilchrist | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Jackson Hsieh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Diana M. Laing | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Nicholas P. Shepherd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Thomas J. Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

State Street Corporation

Meeting Date: 05/18/2022

Country: USA

Ticker: STT

Record Date: 03/22/2022

Meeting Type: Annual

Primary Security ID: 857477103

Shares Voted: 22,328

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Patrick de Saint-Aignan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Marie A. Chandoha | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

State Street Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director DonnaLee DeMaio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Amelia C. Fawcett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director William C. Freda | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Sara Mathew | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director William L. Meaney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Ronald P. O'Hanley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Sean O'Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Julio A. Portalatin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director John B. Rhea | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Richard P. Sergel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Gregory L. Summe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Report on Asset Management Policies and Diversified Investors | SH | Against | Against | Against |

The Boston Beer Company, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: SAM

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 100557107

Shares Voted: 1,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Meghan V. Joyce | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Boston Beer Company, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Michael Spillane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jean-Michel Valette | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

The Hartford Financial Services Group, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** HIG
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 416515104

Shares Voted: 21,191

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Larry D. De Shon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Carlos Dominguez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Trevor Fetter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Donna James | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kathryn A. Mikells | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Teresa W. Roseborough | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Virginia P. Ruesterholz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Christopher J. Swift | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Matthew E. Winter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Greig Woodring | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

The Hartford Financial Services Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| 5 | Adopt Policies to Ensure Underwriting Practices Do Not Support New Fossil Fuel Supplies | SH | Against | Against | Against |

The Wendy's Company

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** WEN
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 95058W100

Shares Voted: 37,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Nelson Peltz | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.2 | Elect Director Peter W. May | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.3 | Elect Director Matthew H. Peltz | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.4 | Elect Director Kristin A. Dolan | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.5 | Elect Director Kenneth W. Gilbert | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |

The Wendy's Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Richard H. Gomez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Joseph A. Levato | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michelle "Mich" J. Mathews-Spradlin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Todd A. Penegor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Peter H. Rothschild | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Arthur B. Winkleblack | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Chairman Nelson Peltz, Senior Vice Chair Peter May, Vice Chairman Matthew Peltz, and Chair of the Nominating and Corporate Governance Committee Peter Rothschild is warranted, with caution, as the board is considered to have been only partially responsive to a majority-supported shareholder proposal calling for a report on human rights risks in the company's operations and supply chain, and the company could provide additional information which would allow investors to better understand how the company is managing human rights risks and worker protection in its food supply chain. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 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 | Report on Use of Gestation Stalls in Pork Supply Chain | SH | None | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this resolution is warranted because the company set a goal to transition to open pen housing in its supply chain by 2022, and it is on track to complete this goal.</i> | | | | |

Thermo Fisher Scientific Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: TMO

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: 883556102

Shares Voted: 22,962

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Marc N. Casper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Nelson J. Chai | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ruby R. Chandy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director C. Martin Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Tyler Jacks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director R. Alexandra Keith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jim P. Manzi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director James C. Mullen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Lars R. Sorensen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Debora L. Spar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Scott M. Sperling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Dion J. Weisler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Travel + Leisure Co.

Meeting Date: 05/18/2022

Country: USA

Ticker: TNL

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 894164102

Travel + Leisure Co.

Shares Voted: 17,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Louise F. Brady | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael D. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director James E. Buckman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director George Herrera | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Stephen P. Holmes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Lucinda C. Martinez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Denny Marie Post | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Ronald L. Rickles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Michael H. Wargotz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Universal Health Services, Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: UHS

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 913903100

Shares Voted: 4,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Meeting for Class B and D Common Stock Holders | Mgmt | | | |
| 1 | Elect Director Maria R. Singer | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Maria Singer for lack of diversity on the board. WITHHOLD votes are also warranted for Maria Singer in light of the unmitigated pay-for-performance misalignment and in the absence of incumbent compensation committee members on the ballot.</i> | | | | |

Universal Health Services, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 2 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| <p><i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):-The equity program is estimated to be excessively dilutive (overriding factor);-The plan cost is excessive;-The three-year average burn rate is excessive; and-The plan allows broad discretion to accelerate vesting.</i></p> | | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> | | | | | |
| 4 | Require a Majority Vote for the Election of Directors | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted as it would give shareholders a more meaningful voice in the election of directors and further enhance the company's corporate governance.</i></p> | | | | | |

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** VRTX
Record Date: 03/24/2022 **Meeting Type:** Annual
Primary Security ID: 92532F100

Shares Voted: 14,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|-----------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Sangeeta Bhatia | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.2 | Elect Director Lloyd Carney | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Alan Garber | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.4 | Elect Director Terrence Kearney | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.5 | Elect Director Reshma Kewalramani | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.6 | Elect Director Yuchun Lee | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.7 | Elect Director Jeffrey Leiden | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.8 | Elect Director Margaret McGlynn | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.9 | Elect Director Diana McKenzie | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.10 | Elect Director Bruce Sachs | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |

Vertex Pharmaceuticals Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.11 | Elect Director Suketu "Suky" Upadhyay | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** WAB
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 929740108

Shares Voted: 11,596

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director William E. Kassling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Albert J. Neupaver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ann R. Klee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Xcel Energy Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** XEL
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 98389B100

Shares Voted: 32,878

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Lynn Casey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Bob Frenzel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Netha Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Xcel Energy Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Patricia Kampling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director George Kehl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Richard O'Brien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Charles Pardee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Christopher Policinski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James Prokopanko | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Kim Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Daniel Yohannes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

XPO Logistics, Inc.

Meeting Date: 05/18/2022 **Country:** USA **Ticker:** XPO
Record Date: 04/14/2022 **Meeting Type:** Annual
Primary Security ID: 983793100

Shares Voted: 21,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Brad Jacobs | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jason Aiken | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director AnnaMaria DeSalva | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Michael Jesselson | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Adrian Kingshott | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Mary Kissel | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Allison Landry | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Johnny C. Taylor, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent, independent directors Michael Jesselson, AnnaMaria DeSalva, and Adrian Kingshott are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the committee demonstrated only limited responsiveness. It is unclear what portion of shareholder engagement regarding compensation occurred subsequent to the failed vote, and changes to the pay program do not adequately address all of the disclosed shareholder concerns. Given the failed vote result, investors likely expected a more robust response. Further concerns are raised by the pay program for the year in review. Although annual incentive awards were based on a pre-set financial metric, the program allows for an unclear degree of discretion and disclosure of metric goals and payout formulas remained incomplete. The CEO did not receive additional long-term incentive awards in FY21, but outstanding awards utilize relatively short performance and vesting periods while actual performance results for completed performance periods are not disclosed.</i> | | | | |
| 5 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i> | | | | |
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i> | | | | |
| 7 | Oversee and Report a Civil Rights Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of XPO's efforts to address the issue of civil rights for its stakeholders and its management of related risks.</i> | | | | |

Acadia Healthcare Company, Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: ACHC

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 00404A109

Shares Voted: 18,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jason R. Bernhard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Reeve Waud is warranted for serving as a non-independent member of certain key board committees. A vote AGAINST nominating committee members Reeve Waud and William Grieco is warranted for failure to establish racial or ethnic diversity on the board. A vote FOR director nominee Jason Bernhard is warranted.</i> | | | | |
| 1b | Elect Director William F. Grieco | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Reeve Waud is warranted for serving as a non-independent member of certain key board committees. A vote AGAINST nominating committee members Reeve Waud and William Grieco is warranted for failure to establish racial or ethnic diversity on the board. A vote FOR director nominee Jason Bernhard is warranted.</i> | | | | |
| 1c | Elect Director Reeve B. Waud | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Reeve Waud is warranted for serving as a non-independent member of certain key board committees. A vote AGAINST nominating committee members Reeve Waud and William Grieco is warranted for failure to establish racial or ethnic diversity on the board. A vote FOR director nominee Jason Bernhard is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i> | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Advance Auto Parts, Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: AAP

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 00751Y106

Shares Voted: 3,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Carla J. Bailo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director John F. Ferraro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Thomas R. Greco | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joan M. Hilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jeffrey J. Jones, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Advance Auto Parts, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1f | Elect Director Eugene I. Lee, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Douglas A. Pertz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Sherice R. Torres | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Nigel Travis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Arthur L. Valdez, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Proxy Access Right | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i> | | | | |

Alliant Energy Corporation

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** LNT
Record Date: 03/18/2022 **Meeting Type:** Annual
Primary Security ID: 018802108

Shares Voted: 15,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director N. Joy Falotico | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director John O. Larsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Thomas F. O'Toole | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Altria Group, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** MO
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 022095103

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ian L.T. Clarke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Marjorie M. Connelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director R. Matt Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director William F. Gifford, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Debra J. Kelly-Ennis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director W. Leo Kiely, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kathryn B. McQuade | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director George Munoz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Nabil Y. Sakkab | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Virginia E. Shanks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Ellen R. Strahlman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director M. Max Yzaguirre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Third-Party Civil Rights Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Altria's efforts to address the issue of any inequality in its business operations.</i> | | | | |

AT&T Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: T

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 00206R102

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Samuel A. Di Piazza, Jr. *Withdrawn Resolution* | Mgmt | | | |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Scott T. Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Glenn H. Hutchins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director William E. Kennard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Debra L. Lee *Withdrawn Resolution* | Mgmt | | | |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Stephen J. Luczo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Michael B. McCallister | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Beth E. Mooney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Matthew K. Rose | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John T. Stankey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Cynthia B. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Luis A. Ubinas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Geoffrey Y. Yang *Withdrawn Resolution* | Mgmt | | | |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Consider Pay Disparity Between Executives and Other Employees | SH | Against | Against | Against |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. While there are no particular concerns at this time with respect to the company's governance practices, the separation of the CEO and chair roles, without a commitment to establish an independent chair carries the potential for a confusing and cumbersome multi-headed leadership structure. In addition, the company's share performance has underperformed peers and the broader market over the short- and long-terms.</i> | | | | |

AT&T Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 6 | Report on Congruency of Political Spending with Company Values and Priorities | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company s congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i> | | | | | |
| 7 | Report on Civil Rights and Non-Discrimination Audit | SH | Against | Against | Against |

AvalonBay Communities, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** AVB
Record Date: 03/24/2022 **Meeting Type:** Annual
Primary Security ID: 053484101

Shares Voted: 8,127

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Glyn F. Aeppel | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Terry S. Brown | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Alan B. Buckelew | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1d | Elect Director Ronald L. Havner, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1e | Elect Director Stephen P. Hills | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1f | Elect Director Christopher B. Howard | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1g | Elect Director Richard J. Lieb | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1h | Elect Director Nnenna Lynch | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1i | Elect Director Timothy J. Naughton | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1j | Elect Director Benjamin W. Schall | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1k | Elect Director Susan Swanezy | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1l | Elect Director W. Edward Walter | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

AvalonBay Communities, Inc.

| 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 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Boston Properties, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** BXP
Record Date: 03/23/2022 **Meeting Type:** Annual
Primary Security ID: 101121101

Shares Voted: 8,223

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Joel I. Klein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Kelly A. Ayotte | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Bruce W. Duncan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Carol B. Einiger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Diane J. Hoskins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Mary E. Kipp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Douglas T. Linde | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Matthew J. Lustig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director Owen D. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1j | Elect Director David A. Twardock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1k | Elect Director William H. Walton, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Remuneration of Non-Employee Directors | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

CDW Corporation

Meeting Date: 05/19/2022

Country: USA

Ticker: CDW

Record Date: 03/23/2022

Meeting Type: Annual

Primary Security ID: 12514G108

Shares Voted: 7,850

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Virginia C. Addicott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director James A. Bell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Lynda M. Clarizio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Paul J. Finnegan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Anthony R. Foxx | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Christine A. Leahy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Sanjay Mehrotra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director David W. Nelms | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Joseph R. Swedish | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Donna F. Zarcone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Provide Right to Act by Written Consent | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i> | | | | |

Chubb Limited

Meeting Date: 05/19/2022

Country: Switzerland

Ticker: CB

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: H1467J104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.1 | Allocate Disposable Profit | Mgmt | For | For | For |
| <i>Voter Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i> | | | | | |
| 2.2 | Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount | Mgmt | For | For | For |
| <i>Voter Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i> | | | | | |
| 3 | Approve Discharge of Board of Directors | Mgmt | For | For | For |
| 4.1 | Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor | Mgmt | For | For | For |
| 4.2 | Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm | Mgmt | For | For | For |
| 4.3 | Ratify BDO AG (Zurich) as Special Audit Firm | Mgmt | For | For | For |
| 5.1 | Elect Director Evan G. Greenberg | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 5.2 | Elect Director Michael P. Connors | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 5.3 | Elect Director Michael G. Atieh | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 5.4 | Elect Director Kathy Bonanno | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 5.5 | Elect Director Sheila P. Burke | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 5.6 | Elect Director Mary Cirillo | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 5.7 | Elect Director Robert J. Hugin | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 5.8 | Elect Director Robert W. Scully | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 5.9 | Elect Director Theodore E. Shasta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 5.10 | Elect Director David H. Sidwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 5.11 | Elect Director Olivier Steimer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 5.12 | Elect Director Luis Tellez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 5.13 | Elect Director Frances F. Townsend | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Directors Evan Greenberg and Olivier Steimer is warranted, with caution. They are targeted by a Vote No campaign on the grounds that they have insufficiently managed climate-related risks. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 6 | Elect Evan G. Greenberg as Board Chairman | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the election of Evan G. Greenberg as board chair is warranted because he also serves as CEO.</i> | | | | |
| 7.1 | Elect Michael P. Connors as Member of the Compensation Committee | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.</i> | | | | |
| 7.2 | Elect Mary Cirillo as Member of the Compensation Committee | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.</i> | | | | |
| 7.3 | Elect Frances F. Townsend as Member of the Compensation Committee | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors.</i> | | | | |
| 8 | Designate Homburger AG as Independent Proxy | Mgmt | For | For | For |
| 9 | Approve Creation of Authorized Capital With or Without Preemptive Rights | Mgmt | For | For | For |
| 10 | Approve CHF 318,275,265 Reduction in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 11.1 | Approve Remuneration of Directors in the Amount of USD 4.8 Million | Mgmt | For | For | For |
| 11.2 | Approve Remuneration of Executive Management in the Amount of USD 54 Million for Fiscal 2023 | Mgmt | For | For | For |

Chubb Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 12 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 13 | Adopt and Disclose Policies to Ensure Underwriting Does Not Support New Fossil Fuel Supplies | SH | Against | Against | Against |
| 14 | Report on Efforts to Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.

CNO Financial Group, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** CNO
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 12621E103

Shares Voted: 27,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gary C. Bhojwani | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Ellyn L. Brown | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Stephen N. David | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director David B. Foss | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Mary R. (Nina) Henderson | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Daniel R. Maurer | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Chetlur S. Ragavan | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Steven E. Shebik | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director Frederick J. Sievert | Mgmt | For | For | For |
| | <i> Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Adopt NOL Rights Plan (NOL Pill) | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Crown Castle International Corp.

Meeting Date: 05/19/2022

Country: USA

Ticker: CCI

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 22822V101

Shares Voted: 26,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director P. Robert Bartolo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jay A. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cindy Christy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Ari Q. Fitzgerald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Andrea J. Goldsmith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Tammy K. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Anthony J. Melone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director W. Benjamin Moreland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Kevin A. Stephens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Matthew Thornton, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 5 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

DexCom, Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: DXCM

Record Date: 03/31/2022

Meeting Type: Annual

Primary Security ID: 252131107

Shares Voted: 5,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Steven R. Altman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Barbara E. Kahn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Kyle Malady | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Jay S. Skyler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Forward Stock Split | Mgmt | For | For | For |

Discover Financial Services

Meeting Date: 05/19/2022

Country: USA

Ticker: DFS

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 254709108

Shares Voted: 18,311

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Jeffrey S. Aronin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Mary K. Bush | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Gregory C. Case | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Candace H. Duncan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Joseph F. Eazor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Cynthia A. Glassman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Roger C. Hochschild | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Discover Financial Services

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Thomas G. Maheras | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Michael H. Moskow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director David L. Rawlinson, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Mark A. Thierer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Jennifer L. Wong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Genpact Limited

Meeting Date: 05/19/2022 **Country:** Bermuda **Ticker:** G
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: G3922B107

Shares Voted: 36,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director N.V. "Tiger" Tyagarajan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director James Madden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ajay Agrawal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Stacey Cartwright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Laura Conigliaro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Tamara Franklin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Carol Lindstrom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director CeCelia Morken | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Genpact Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.9 | Elect Director Brian Stevens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Mark Verdi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG as Auditors | Mgmt | For | For | For |

Gentex Corporation

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** GNTX
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 371901109

Shares Voted: 50,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Joseph Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Leslie Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Steve Downing | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Gary Goode | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director James Hollars | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Richard Schaum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Kathleen Starkoff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Brian Walker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Ling Zang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Gentex Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

Host Hotels & Resorts, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** HST
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 44107P104

Shares Voted: 43,633

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mary L. Baglivo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Herman E. Bulls | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Richard E. Marriott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Mary Hogan Preusse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Walter C. Rakowich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director James F. Risoleo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Gordon H. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director A. William Stein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Hudson Pacific Properties, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** HPP
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 444097109

Hudson Pacific Properties, Inc.

Shares Voted: 31,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Victor J. Coleman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Theodore R. Antenucci | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Karen Brodtkin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Ebs Burnough | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Richard B. Fried | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Jonathan M. Glaser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Robert L. Harris, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Christy Haubegger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Mark D. Linehan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Andrea Wong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

IDACORP, Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: IDA

Record Date: 03/30/2022

Meeting Type: Annual

Primary Security ID: 451107106

Shares Voted: 10,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Odette C. Bolano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Thomas E. Carlile | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

IDACORP, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Richard J. Dahl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Annette G. Elg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Lisa A. Grow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Ronald W. Jibson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Judith A. Johansen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Dennis L. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Jeff C. Kinneveauk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Richard J. Navarro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Mark T. Peters | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

JetBlue Airways Corporation

Meeting Date: 05/19/2022

Country: USA

Ticker: JBLU

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 477143101

Shares Voted: 65,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director B. Ben Baldanza | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Peter Boneparth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Monte Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robin Hayes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

JetBlue Airways Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Ellen Jewett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert Leduc | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Teri McClure | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Sarah Robb O'Hagan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Vivek Sharma | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Thomas Winkelmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i> | | | | |

Kilroy Realty Corporation

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** KRC
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 49427F108

Shares Voted: 22,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director John Kilroy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Edward F. Brennan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jolie Hunt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Scott S. Ingraham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Kilroy Realty Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1e | Elect Director Louisa G. Ritter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Gary R. Stevenson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Peter B. Stoneberg | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Peter Stoneberg is warranted for the lack of racial/ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: The company disclosed the details of its outreach and engagement efforts with shareholders, as well as specific feedback received. However, the board does not appear to have made any material changes to severance-related issues since last year's say-on-pay vote that received only 55 percent support. The company re-affirmed that the legacy provision at issue in a former NEO's prior employment agreement will not be included in any new company employment agreements in the future, but that commitment was already disclosed by the company prior to the 2021 vote. It is also highly concerning that the company maintains an agreement containing an excessive severance entitlement with the current CEO that far exceeds market norms, on the backdrop of consecutive years of low say-on-pay support and where outsized severance was a noted shareholder concern. The committee's statement in the 2022 proxy that "it will again consider, as it has in the past, the severance arrangements provided to our CEO when his contract is up for renewal" does not represent a meaningful commitment to reduce the CEO's problematic, excessive severance entitlement. Based on this, the committee demonstrated only a limited degree of responsiveness. As such, a vote AGAINST this proposal is warranted.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Lamar Advertising Company

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** LAMR
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 512816109

Shares Voted: 17,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Nancy Fletcher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director John E. Koerner, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Marshall A. Loeb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Stephen P. Mumblow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Thomas V. Reifenheiser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Lamar Advertising Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Anna Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Kevin P. Reilly, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Wendell Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Elizabeth Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Lear Corporation

Meeting Date: 05/19/2022

Country: USA

Ticker: LEA

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: 521865204

Shares Voted: 12,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mei-Wei Cheng | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jonathan F. Foster | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Bradley M. Halverson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Mary Lou Jepsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Roger A. Krone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Patricia L. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kathleen A. Ligocki | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Conrad L. Mallett, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Raymond E. Scott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Gregory C. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Lear Corporation

| 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 |

Lennox International Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** LII
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 526107107

Shares Voted: 7,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Max H. Mitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kim K.W. Rucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The company's regular annual and long-term incentive programs appear to be sufficiently tied to objective performance metrics. However, one-time retention awards made to all NEOs (with the exception of the outgoing CEO) raise significant concern given that the awards lack performance-vesting criteria and have relatively short two-year vesting. The proxy also lacks specific rationale for the awards, particularly the largest one to the COO.</i> | | | | |
| 3 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Marsh & McLennan Companies, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** MMC
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 571748102

Shares Voted: 30,941

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Anthony K. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Hafize Gaye Erkan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Oscar Fanjul | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Marsh & McLennan Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Daniel S. Glaser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director H. Edward Hanway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Deborah C. Hopkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Tamara Ingram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jane H. Lute | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Steven A. Mills | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Bruce P. Nolop | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Morton O. Schapiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Lloyd M. Yates | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director R. David Yost | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditor | Mgmt | For | For | For |

MasTec, Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: MTZ

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 576323109

Shares Voted: 11,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director C. Robert Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Robert J. Dwyer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ava L. Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

MasTec, Inc.

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

Mohawk Industries, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** MHK
Record Date: 03/24/2022 **Meeting Type:** Annual
Primary Security ID: 608190104

Shares Voted: 3,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Joseph A. Onorato | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director William H. Runge, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director W. Christopher Wellborn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

NextEra Energy, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** NEE
Record Date: 03/24/2022 **Meeting Type:** Annual
Primary Security ID: 65339F101

Shares Voted: 114,132

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Sherry S. Barrat | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1b | Elect Director James L. Camaren | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Kenneth B. Dunn | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |

NextEra Energy, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1d | Elect Director Naren K. Gursahaney | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kirk S. Hachigian | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1f | Elect Director John W. Ketchum | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1g | Elect Director Amy B. Lane | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1h | Elect Director David L. Porges | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1i | Elect Director James L. Robo | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1j | Elect Director Rudy E. Schupp | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1k | Elect Director John L. Skolds | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1l | Elect Director John Arthur Stall | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1m | Elect Director Darryl L. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors James Robo and Sherry Barrat are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks, specifically related to its capital allocation and net-zero and long-term targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 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 | Disclose a Board Diversity and Qualifications Matrix | SH | Against | Against | Against |
| 5 | Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i> | | | | |

OGE Energy Corp.

Meeting Date: 05/19/2022

Country: USA

Ticker: OGE

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 670837103

Shares Voted: 41,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Frank A. Bozich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Peter D. Clarke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director David L. Hauser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Luther C. Kissam, IV | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Judy R. McReynolds | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David E. Rainbolt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director J. Michael Sanner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Sheila G. Talton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Sean Trauschke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Adopt Simple Majority Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as lower approval requirements would be beneficial for shareholder rights.</i> | | | | |

Otis Worldwide Corporation

Meeting Date: 05/19/2022

Country: USA

Ticker: OTIS

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 68902V107

Otis Worldwide Corporation

Shares Voted: 26,108

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jeffrey H. Black | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Kathy Hopinkah Hannan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Shailesh G. Jejurikar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Christopher J. Kearney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Judith F. Marks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Harold W. McGraw, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Margaret M. V. Preston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Shelley Stewart, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director John H. Walker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Governing Documents Regarding Requirements to Call for a Special Meeting | SH | Against | Against | Against |

Rayonier Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: RYN

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 754907103

Shares Voted: 28,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Dod A. Fraser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Meridee Moore is warranted for lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Rayonier Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1b | Elect Director Keith E. Bass | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Meridee Moore is warranted for lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Scott R. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Meridee Moore is warranted for lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director V. Larkin Martin | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST longtime nominating committee chair V. Larkin Martin is warranted for lack of racial or ethnic diversity on the board. A vote FOR incoming nominating committee chair Meridee Moore is warranted, with caution.</i> | | | | |
| 1e | Elect Director Meridee A. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST longtime nominating committee chair V. Larkin Martin is warranted for lack of racial or ethnic diversity on the board. A vote FOR incoming nominating committee chair Meridee Moore is warranted, with caution. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Ann C. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Meridee Moore is warranted for lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director David L. Nunes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Meridee Moore is warranted for lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Matthew J. Rivers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Meridee Moore is warranted for lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Andrew G. Wiltshire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST nominating committee chair Meridee Moore is warranted for lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i> | | | | |
| 3 | Ratify Ernst & Young, LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Southwest Gas Holdings, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** SWX
Record Date: 03/21/2022 **Meeting Type:** Proxy Contest
Primary Security ID: 844895102

Shares Voted: 11,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------------|-----------|----------|-------------------|------------------|
| | Management Proxy (White Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director Robert L. Boughner | Mgmt | For | Refer | Do Not Vote |
| 1.2 | Elect Director Jose A. Cardenas | Mgmt | For | Refer | Do Not Vote |

Southwest Gas Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director E. Renae Conley | Mgmt | For | Refer | Do Not Vote |
| 1.4 | Elect Director John P. Hester | Mgmt | For | Refer | Do Not Vote |
| 1.5 | Elect Director Jane Lewis-Raymond | Mgmt | For | Refer | Do Not Vote |
| 1.6 | Elect Director Anne L. Mariucci | Mgmt | For | Refer | Do Not Vote |
| 1.7 | Elect Director Carlos A. Ruisanchez | Mgmt | For | Refer | Do Not Vote |
| 1.8 | Elect Director A. Randall Thoman | Mgmt | For | Refer | Do Not Vote |
| 1.9 | Elect Director Thomas A. Thomas | Mgmt | For | Refer | Do Not Vote |
| 1.10 | Elect Director Leslie T. Thornton | Mgmt | For | Refer | Do Not Vote |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Refer | Do Not Vote |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Refer | Do Not Vote |
| 4 | Amend Bylaws | SH | Against | Refer | Do Not Vote |
| | Dissident Proxy (Gold Proxy Card) | Mgmt | | | |
| 1A | Elect Director Nora Mead Brownell | SH | For | Refer | For |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 1B | Elect Director Marcie L. Edwards | SH | For | Refer | Withhold |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 1C | Elect Director Andrew W. Evans | SH | For | Refer | For |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 1D | Elect Director H. Russell Frisby, Jr. | SH | For | Refer | Withhold |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 1E | Elect Director Walter M. Higgins, III | SH | For | Refer | For |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 1F | Elect Director Rina Joshi | SH | For | Refer | Withhold |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 1G | Elect Director Henry P. Linginfelter | SH | For | Refer | Withhold |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 1H | Elect Director Jesse A. Lynn | SH | For | Refer | Withhold |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |

Southwest Gas Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1I | Elect Director Ruby Sharma | SH | For | Refer | Withhold |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 1J | Elect Director Andrew J. Teno | SH | For | Refer | For |
| | <i>Voter Rationale: The dissident has made a compelling case for change. As such, support FOR dissident nominees Nora Mead Brownell, Andrew W. Evans, Walter M. Higgins, III, and Andrew J. Teno is warranted on the dissident GOLD card.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | Against | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Both annual and long-term incentives were predominately performance based, with clearly disclosed targets, including forward-looking goals for performance equity. Further, pay and performance were reasonably aligned for the year in review.</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 4 | Amend Bylaws | SH | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the dissident has made a compelling case for change and there appears to be minimal downside risk to shareholders in approving the request.</i> | | | | |
| 5 | Provide Right to Call a Special Meeting | SH | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. The dissident has made a compelling case for change, and this proposal is designed to address governmental or regulatory obstacles that could prevent the dissident nominees from being seated.</i> | | | | |

Synchrony Financial

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** SYF
Record Date: 03/24/2022 **Meeting Type:** Annual
Primary Security ID: 87165B103

Shares Voted: 30,299

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Margaret M. Keane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Fernando Aguirre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Paget L. Alves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Kamila Chytil | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Arthur W. Coviello, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Brian D. Doubles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |

Synchrony Financial

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director William W. Graylin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Roy A. Guthrie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jeffrey G. Naylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director P.W 'Bill' Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Laurel J. Richie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Ellen M. Zane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Take-Two Interactive Software, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** TTWO
Record Date: 04/04/2022 **Meeting Type:** Special
Primary Security ID: 874054109

Shares Voted: 6,750

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | Refer | For |
| | <i>Voter Rationale: While TTWO shares fell sharply at announcement, shares recovered within two weeks and, despite a subsequent decline, have outperformed the relevant market index since announcement, which dampens the initial price reaction and may provide comfort to shareholders that the market has come around to the merits of the deal. Additionally, the strategic rationale is sound, the merger is expected to provide meaningful cost synergies and potentially significant revenue synergies, and the implied valuation appears fair. As such, support FOR the proposed transaction is warranted.</i> | | | | |
| 2 | Increase Authorized Common Stock | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as the size of the proposed increase in authorized common shares is below the allowable threshold and approval of this proposal is a condition to the merger agreement.</i> | | | | |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i> | | | | |

Terex Corporation

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** TEX
Record Date: 03/23/2022 **Meeting Type:** Annual
Primary Security ID: 880779103

Terex Corporation

Shares Voted: 14,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Paula H. J. Cholmondeley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Donald DeFosset | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John L. Garrison, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Thomas J. Hansen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Sandie O'Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Christopher Rossi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Andra Rush | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director David A. Sachs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Deferred Compensation Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

The Home Depot, Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: HD

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 64,992

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Gerard J. Arpey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ari Bousbib | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jeffery H. Boyd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Home Depot, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Gregory D. Brenneman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director J. Frank Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Albert P. Carey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Edward P. Decker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Linda R. Gooden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Wayne M. Hewett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Manuel Kadre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Stephanie C. Linnartz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Craig A. Menear | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Paula Santilli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Caryn Seidman-Becker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i> | | | | |
| 6 | Require Independent Board Chair | SH | Against | Against | Against |
| 7 | Report on Congruency of Political Spending with Company Values and Priorities | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as the requested report would allow shareholders to better evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.</i> | | | | |
| 8 | Report on Steps to Improve Gender and Racial Equity on the Board | SH | Against | Against | Against |
| 9 | Report on Efforts to Eliminate Deforestation in Supply Chain | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.</i> | | | | |

The Home Depot, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 10 | Oversee and Report a Racial Equity Audit | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this resolution is warranted, as a report on an independent racial equity audit would help shareholders better assess the effectiveness of Home Depot's efforts to address the adverse impacts of its policies and practices on non-white stakeholders and communities of color and its management of related risks.</i></p> | | | | | |

The Mosaic Company

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** MOS
Record Date: 03/24/2022 **Meeting Type:** Annual
Primary Security ID: 61945C103

Shares Voted: 21,550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Cheryl K. Beebe | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Gregory L. Ebel | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director Timothy S. Gitzel | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director Denise C. Johnson | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director Emery N. Koenig | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1f | Elect Director James (Joc) C. O'Rourke | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1g | Elect Director David T. Seaton | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1h | Elect Director Steven M. Seibert | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1i | Elect Director Luciano Siani Pires | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1j | Elect Director Gretchen H. Watkins | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1k | Elect Director Kelvin R. Westbrook | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

The Mosaic Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.

The Western Union Company

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** WU
Record Date: 03/23/2022 **Meeting Type:** Annual
Primary Security ID: 959802109

Shares Voted: 83,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Martin I. Cole | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1b | Elect Director Richard A. Goodman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1c | Elect Director Betsy D. Holden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1d | Elect Director Jeffrey A. Joerres | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1e | Elect Director Devin B. McGranahan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1f | Elect Director Michael A. Miles, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1g | Elect Director Timothy P. Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1h | Elect Director Joyce A. Phillips | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jan Siegmund | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1j | Elect Director Angela A. Sun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1k | Elect Director Solomon D. Trujillo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | Against | Against |

UDR, Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: UDR

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 902653104

Shares Voted: 17,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Katherine A. Cattanach | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jon A. Grove | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Mary Ann King | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director James D. Klingbeil | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Clint D. McDonnough | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert A. McNamara | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Diane M. Morefield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Kevin C. Nickelberry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Mark R. Patterson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Thomas W. Toomey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Vornado Realty Trust

Meeting Date: 05/19/2022

Country: USA

Ticker: VNO

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 929042109

Shares Voted: 9,722

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Steven Roth | Mgmt | For | For | For |

Vornado Realty Trust

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Candace K. Beinecke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael D. Fascitelli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Beatrice Hamza Bassey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director William W. Helman, IV | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director David M. Mandelbaum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Raymond J. McGuire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Mandakini Puri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Daniel R. Tisch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Russell B. Wight, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the annual bonus pool is funded formulaically, individual payouts are discretionarily determined, and the proxy lacks key disclosures, such as performance targets, the CEO's target opportunity, or per-metric weightings. The redesigned LTI program also raises structural and disclosure concerns. Half of performance awards are primarily earned based on relative TSR metrics that target merely the median, and the remaining half are primarily earned based on annual operational goals for which forward-looking targets are not entirely disclosed. Concerns over the use of an annual measurement period are not substantially mitigated by the existence of a three-year modifier, as the modifier may only reduce awards by up to 30 percent.</i> | | | | |

World Wrestling Entertainment, Inc.

Meeting Date: 05/19/2022 **Country:** USA **Ticker:** WWE
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 98156Q108

Shares Voted: 9,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Vincent K. McMahon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

World Wrestling Entertainment, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Nick Khan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Stephanie McMahon Levesque | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Paul "Triple H" Levesque | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Steve Koonin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Ignace Lahoud | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Erika Nardini | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Steve Pamon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Connor Schell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Man Jit Singh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Jeffrey R. Speed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Alan M. Wexler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Xerox Holdings Corporation

Meeting Date: 05/19/2022

Country: USA

Ticker: XRX

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: 98421M106

Shares Voted: 34,615

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Joseph J. Echevarria | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Nelson is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Xerox Holdings Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Scott Letier | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jesse A. Lynn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Nelson is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Nichelle Maynard-Elliott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Nelson is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Steven D. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Nelson is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director James L. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Margarita Palau-Hernandez | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Giovanni (John) Visentin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST James Nelson is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST incumbent compensation committee members Scott Letier and Margarita Palau-Hernandez is warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The company failed to demonstrate adequate responsiveness to last year's say-on-pay vote, despite receiving significantly less than majority support. While the company engaged with investors following the annual meeting and disclosed specific shareholder feedback, the committee failed to implement changes to the compensation program so as to sufficiently address the concerns underlying the failed 2021 vote. Below-target payouts on both annual and long-term incentive awards were reasonably in line with performance for their respective performance periods, and although FY21 annual bonuses and equity awards utilize overlapping metrics, metrics are measured over differing performance periods and this overlap has been eliminated for FY22 awards, mitigating pay-for-performance concerns.</i> | | | | |
| 4 | Provide Right to Act by Written Consent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i> | | | | |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted as the proposed right could be unilaterally exercised by a single active shareholder.</i> | | | | |

Meeting Date: 05/19/2022

Country: USA

Ticker: YUM

Record Date: 03/14/2022

Meeting Type: Annual

Primary Security ID: 988498101

Shares Voted: 18,072

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Paget L. Alves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Keith Barr | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Christopher M. Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Brian C. Cornell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Tanya L. Domier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director David W. Gibbs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Mirian M. Graddick-Weir | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Lauren R. Hobart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director Thomas C. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1j | Elect Director P. Justin Skala | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1k | Elect Director Elane B. Stock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1l | Elect Director Annie Young-Scriver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted, due to significant concerns regarding pay program structure and one-time decisions. The STI payout formula allows for a large increase in total payouts based on the committee's subjective assessment of individual performance. The CEO also has a relatively high maximum STI opportunity that could allow for outsized bonuses. With respect to equity incentives, the entirety of the 2021-23 PSUs are based on a relative TSR metric that targets merely median performance. Moreover, the committee significantly increased the CEO's regular LTI grant value in the same year they awarded a sizable one-time equity award. The special award utilizes only a two-year measurement period and the metric is shared under the annual incentive program.</i> | | | | |

Zoetis Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: ZTS

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: 98978V103

Shares Voted: 27,475

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Paul M. Bisaro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Frank A. D'Amelio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michael B. McCallister | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 5 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 6 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |

Axon Enterprise, Inc.

Meeting Date: 05/20/2022

Country: USA

Ticker: AXON

Record Date: 03/22/2022

Meeting Type: Annual

Primary Security ID: 05464C101

Shares Voted: 13,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 2A | Elect Director Adriane Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2B | Elect Director Michael Garnreiter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2C | Elect Director Hadi Partovi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

Axon Enterprise, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|----------------------------|-----------|----------|-------------------|------------------|
| 5 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| <p><i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive; - The three-year average burn rate is excessive; - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.</i></p> | | | | | |

Cable One, Inc.

Meeting Date: 05/20/2022 **Country:** USA **Ticker:** CABO
Record Date: 04/04/2022 **Meeting Type:** Annual
Primary Security ID: 12685J105

Shares Voted: 1,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brad D. Brian | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Thomas S. Gayner | Mgmt | For | Refer | Against |
| <p><i>Voter Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director Deborah J. Kissire | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director Julia M. Laulis | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director Thomas O. Might | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1f | Elect Director Kristine E. Miller | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1g | Elect Director Katharine B. Weymouth | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> | | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Although some concern is raised around the duplicate metrics in the STI and LTI programs, they are based on pre-established performance metrics.</i></p> | | | | | |

Cable One, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4 | Reduce Supermajority Vote Requirement for Amendments to By-Laws | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i> | | | | |
| 5 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| | <i>Voter Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i> | | | | |

Hilton Worldwide Holdings Inc.

Meeting Date: 05/20/2022 **Country:** USA **Ticker:** HLT
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 43300A203

Shares Voted: 16,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Christopher J. Nassetta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Jonathan D. Gray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Charlene T. Begley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Chris Carr | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Melanie L. Healey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Raymond E. Mabus, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Judith A. McHale | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Elizabeth A. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director Douglas M. Steenland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Ingredion Incorporated

Meeting Date: 05/20/2022

Country: USA

Ticker: INGR

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 457187102

Shares Voted: 13,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director David B. Fischer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Paul Hanrahan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Rhonda L. Jordan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Gregory B. Kenny | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Charles V. Magro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Victoria J. Reich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Catherine A. Suever | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Stephan B. Tanda | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jorge A. Uribe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Dwayne A. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director James P. Zallie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Macy's, Inc.

Meeting Date: 05/20/2022

Country: USA

Ticker: M

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 55616P104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Francis S. Blake | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Torrence N. Boone | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ashley Buchanan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John A. Bryant | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Marie Chandoha | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Deirdre P. Connelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jeff Gennette | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jill Granoff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Leslie D. Hale | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director William H. Lenehan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Sara Levinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Paul C. Varga | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Tracey Zhen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG 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 |

Medpace Holdings, Inc.

Meeting Date: 05/20/2022

Country: USA

Ticker: MEDP

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 58506Q109

Medpace Holdings, Inc.

Shares Voted: 5,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director August J. Troendle | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees August Troendle and Ashley Keating: - for lack of responsiveness to shareholder concerns following director Fred Davenport's failure to receive majority support in 2021; and - given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for nominating committee member Ashley Keating for failure to establish racial or ethnic diversity on the board.</i> | | | | |
| 1.2 | Elect Director Ashley M. Keating | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees August Troendle and Ashley Keating: - for lack of responsiveness to shareholder concerns following director Fred Davenport's failure to receive majority support in 2021; and - given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for nominating committee member Ashley Keating for failure to establish racial or ethnic diversity on the board.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Shareholder engagement efforts and investor feedback following the low vote result are only vaguely disclosed. The committee disclosed its actions and considerations specifically with respect to equity grants for 2021 and certain other positive changes to the pay program, however, it is unclear whether these adequately address shareholders' concerns given that there's no disclosure on specific shareholder feedback. As such, the compensation committee demonstrated only limited responsiveness to shareholder concerns.</i> | | | | |

Power Integrations, Inc.

Meeting Date: 05/20/2022

Country: USA

Ticker: POWI

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 739276103

Shares Voted: 12,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Wendy Arienzo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Balu Balakrishnan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Nicholas E. Brathwaite | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Anita Ganti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director William L. George | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Power Integrations, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Balakrishnan S. Iyer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jennifer Lloyd | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Necip Sayiner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Inspirity, Inc.

Meeting Date: 05/23/2022 **Country:** USA **Ticker:** NSP
Record Date: 04/06/2022 **Meeting Type:** Annual
Primary Security ID: 45778Q107

Shares Voted: 7,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Eli Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Randall Mehl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director John M. Morphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Richard G. Rawson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

National Storage Affiliates Trust

Meeting Date: 05/23/2022 **Country:** USA **Ticker:** NSA
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 637870106

Shares Voted: 16,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Arlen D. Nordhagen | Mgmt | For | For | For |

National Storage Affiliates Trust

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director George L. Chapman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Tamara D. Fischer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Paul W. Hylbert, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Chad L. Meisinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Steven G. Osgood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Dominic M. Palazzo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Rebecca L. Steinfort | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Mark Van Mourick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director J. Timothy Warren | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Charles F. Wu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Welltower Inc.

Meeting Date: 05/23/2022 **Country:** USA **Ticker:** WELL
Record Date: 04/04/2022 **Meeting Type:** Annual
Primary Security ID: 95040Q104

Shares Voted: 25,348

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kenneth J. Bacon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Karen B. DeSalvo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Welltower Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1c | Elect Director Philip L. Hawkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Dennis G. Lopez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Shankh Mitra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Ade J. Patton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Diana W. Reid | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Sergio D. Rivera | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Johnese M. Spisso | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Kathryn M. Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Amend Certificate of Incorporation of Welltower OP Inc. to Remove Welltower Inc. Shareholder Approval for the Amendments of Welltower OP Inc. Certificate of Incorporation and Other Extraordinary Transactions | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

American Campus Communities, Inc.

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** ACC
Record Date: 04/08/2022 **Meeting Type:** Annual

Primary Security ID: 024835100

Shares Voted: 28,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director William C. Bayless, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Herman E. Bulls | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director G. Steven Dawson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

American Campus Communities, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Cydney C. Donnell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Mary C. Egan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Alison M. Hill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Craig A. Leupold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Oliver Luck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director C. Patrick Oles, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director John T. Rippel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Bread Financial Holdings, Inc.

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** BFH
Record Date: 03/31/2022 **Meeting Type:** Annual

Primary Security ID: 018581108

Shares Voted: 10,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ralph J. Andretta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Roger H. Ballou | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director John C. Gerspach, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Karin J. Kimbrough | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Rajesh Natarajan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Timothy J. Theriault | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Bread Financial Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Laurie A. Tucker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Sharen J. Turney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the granting of one-time "gap" awards to NEOs raises some concern given that the awards lack performance conditions, regular annual and long-term incentives are sufficiently performance-based and pay and performance are reasonably aligned at this time. However, significant concern is raised due to severance payments made to an NEO upon his resignation, which exceed the typical magnitude paid to departing executives upon a release of claims.</i> | | | | |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Envista Holdings Corporation

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** NVST
Record Date: 03/30/2022 **Meeting Type:** Annual
Primary Security ID: 29415F104

Shares Voted: 33,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Amir Aghdaei | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Vivek Jain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Daniel A. Raskas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

GXO Logistics, Inc.

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** GXO
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: 36262G101

Shares Voted: 21,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Gena Ashe | Mgmt | For | For | For |

GXO Logistics, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Malcolm Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

IPG Photonics Corporation

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** IPGP
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 44980X109

Shares Voted: 2,050

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Eugene A. Scherbakov | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael C. Child | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jeanmarie F. Desmond | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Gregory P. Dougherty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Eric Meurice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Natalia Pavlova | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director John R. Peeler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Thomas J. Seifert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Felix Stukalin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Agnes K. Tang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Meeting Date: 05/24/2022

Country: USA

Ticker: MRK

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: 58933Y105

Shares Voted: 146,886

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Douglas M. Baker, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Mary Ellen Coe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Pamela J. Craig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert M. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kenneth C. Frazier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Thomas H. Glouer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Risa J. Lavizzo-Mourey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Stephen L. Mayo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Paul B. Rothman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Patricia F. Russo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Christine E. Seidman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Inge G. Thulin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Kathy J. Warden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Peter C. Wendell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | Against | Against |

Merck & Co., Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 5 | Report on Access to COVID-19 Products | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as reporting on whether and how public funding would impact the company's pricing and access plans would allow shareholders to better assess the company's management of related risks if its treatments get approved.</i> | | | | | |
| 6 | Report on Lobbying Payments and Policy | SH | Against | Against | Against |

NiSource Inc.

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** NI
Record Date: 03/30/2022 **Meeting Type:** Annual
Primary Security ID: 65473P105

Shares Voted: 22,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peter A. Altabef | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1b | Elect Director Sondra L. Barbour | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1c | Elect Director Theodore H. Bunting, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1d | Elect Director Eric L. Butler | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1e | Elect Director Aristides S. Candris | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1f | Elect Director Deborah A. Henretta | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1g | Elect Director Deborah A. P. Hersman | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1h | Elect Director Michael E. Jesanis | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1i | Elect Director William D. Johnson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1j | Elect Director Kevin T. Kabat | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1k | Elect Director Cassandra S. Lee | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1l | Elect Director Lloyd M. Yates | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |

NiSource Inc.

| 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 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.

NOV Inc.

Meeting Date: 05/24/2022

Country: USA

Ticker: NOV

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: 62955J103

Shares Voted: 80,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Clay C. Williams | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Greg L. Armstrong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Marcela E. Donadio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director Ben A. Guill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director James T. Hackett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director David D. Harrison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Eric L. Mattson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director Melody B. Meyer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director William R. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1j | Elect Director Robert S. Welborn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

PROG Holdings, Inc.

Meeting Date: 05/24/2022

Country: USA

Ticker: PRG

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 74319R101

Shares Voted: 14,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kathy T. Betty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Douglas C. Curling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cynthia N. Day | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Curtis L. Doman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ray M. Martinez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Steven A. Michaels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Ray M. Robinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Caroline Sheu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James P. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Amend Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

Targa Resources Corp.

Meeting Date: 05/24/2022

Country: USA

Ticker: TRGP

Record Date: 03/29/2022

Meeting Type: Annual

Primary Security ID: 87612G101

Shares Voted: 45,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Waters S. Davis, IV | Mgmt | For | For | For |

Targa Resources Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Rene R. Joyce | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Matthew J. Meloy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

The Allstate Corporation

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** ALL
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 020002101

Shares Voted: 16,334

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Donald E. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Kermit R. Crawford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Richard T. Hume | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Margaret M. Keane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Siddharth N. (Bobby) Mehta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jacques P. Perold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Andrea Redmond | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Gregg M. Sherrill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Judith A. Spriesser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Perry M. Traquina | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Allstate Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director Thomas J. Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Vishay Intertechnology, Inc.

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** VSH
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 928298108

Shares Voted: 27,514

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Gerald Paul | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Renee B. Booth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michiko Kurahashi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Timothy V. Talbert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Waters Corporation

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** WAT
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 941848103

Shares Voted: 3,540

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Udit Batra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Linda Baddour | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Waters Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Edward Conard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Pearl S. Huang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Wei Jiang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Christopher A. Kuebler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Flemming Ornskov | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Thomas P. Salice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

West Pharmaceutical Services, Inc.

Meeting Date: 05/24/2022 **Country:** USA **Ticker:** WST
Record Date: 03/01/2022 **Meeting Type:** Annual
Primary Security ID: 955306105

Shares Voted: 4,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mark A. Buthman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director William F. Feehery | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert F. Friel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Eric M. Green | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Molly E. Joseph | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |

West Pharmaceutical Services, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Thomas W. Hofmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Deborah L. V. Keller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Myla P. Lai-Goldman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Douglas A. Michels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director Paolo Pucci | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST William Feehery is warranted for the apparent lack of racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics and the PSU awards are conditioned on clearly disclosed long-term performance goals.</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Amazon.com, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** AMZN
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 023135106

Shares Voted: 25,465

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jeffrey P. Bezos | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1b | Elect Director Andrew R. Jassy | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1c | Elect Director Keith B. Alexander | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Edith W. Cooper | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1e | Elect Director Jamie S. Gorelick | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1f | Elect Director Daniel P. Huttenlocher | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1g | Elect Director Judith A. McGrath | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1h | Elect Director Indra K. Nooyi | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1i | Elect Director Jonathan J. Rubinstein | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1j | Elect Director Patricia Q. Stonesifer | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 1k | Elect Director Wendell P. Weeks | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary votes FOR directors Daniel Huttenlocher and Judith McGrath are warranted, as the company could provide additional information that would allow investors to better understand how the company is managing and mitigating human capital management related risks. A vote FOR all other directors is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. A misalignment between CEO pay and company performance is driven by an excessive equity grant to the new CEO, which lacks performance conditions. Large time-vested awards were granted to other NEOs as well, and the compensation program lacks any link to pre-set performance criteria.</i> | | | | |
| 4 | Approve 20:1 Stock Split | Mgmt | For | For | For |
| 5 | Report on Retirement Plan Options Aligned with Company Climate Goals | SH | Against | Against | Against |
| 6 | Commission Third Party Report Assessing Company's Human Rights Due Diligence Process | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i> | | | | |

Amazon.com, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 7 | Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as the company faces significant controversies related to treatment of its employees.</i> | | | | | |
| 8 | Report on Efforts to Reduce Plastic Use | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i> | | | | | |
| 9 | Report on Worker Health and Safety Disparities | SH | Against | Against | Against |
| 10 | Report on Risks Associated with Use of Concealment Clauses | SH | Against | Against | Against |
| 11 | Report on Charitable Contributions | SH | Against | Against | Against |
| 12 | Publish a Tax Transparency Report | SH | Against | Against | Against |
| 13 | Report on Protecting the Rights of Freedom of Association and Collective Bargaining | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i> | | | | | |
| 14 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i> | | | | | |
| 15 | Require More Director Nominations Than Open Seats | SH | Against | Against | Against |
| 16 | Commission a Third Party Audit on Working Conditions | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.</i> | | | | | |
| 17 | Report on Median Gender/Racial Pay Gap | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i> | | | | | |
| 18 | Oversee and Report a Racial Equity Audit *Withdrawn Resolution* | SH | | | |
| 19 | Commission Third Party Study and Report on Risks Associated with Use of Rekognition | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i> | | | | | |

Avis Budget Group, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** CAR
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 053774105

Shares Voted: 8,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Bernardo Hees | Mgmt | For | For | For |

Avis Budget Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jagdeep Pahwa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Anu Hariharan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Lynn Krominga | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Glenn Lurie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Karthik Sarma | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Belden Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** BDC
Record Date: 03/29/2022 **Meeting Type:** Annual
Primary Security ID: 077454106

Shares Voted: 9,291

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director David J. Aldrich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Lance C. Balk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Steven W. Berglund | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Diane D. Brink | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Judy L. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Nancy Calderon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jonathan C. Klein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Belden Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Gregory J. McCray | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Roel Vestjens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

BlackRock, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** BLK
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 09247X101

Shares Voted: 8,289

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Bader M. Alsaad | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Pamela Daley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Laurence D. Fink | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Beth Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director William E. Ford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Fabrizio Freda | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Murry S. Gerber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Margaret "Peggy" L. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Robert S. Kapito | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Cheryl D. Mills | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Gordon M. Nixon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

BlackRock, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1l | Elect Director Kristin C. Peck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Charles H. Robbins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Marco Antonio Slim Domit | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1o | Elect Director Hans E. Vestberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1p | Elect Director Susan L. Wagner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1q | Elect Director Mark Wilson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte LLP as Auditors | Mgmt | For | For | For |
| 4 | Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs | SH | Against | Against | Against |

Callaway Golf Company

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** ELY
Record Date: 03/29/2022 **Meeting Type:** Annual
Primary Security ID: 131193104

Shares Voted: 24,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Oliver G. (Chip) Brewer, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Erik J Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Samuel H. Armacost | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Scott H. Baxter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Thomas G. Dundon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Laura J. Flanagan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Callaway Golf Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Russell L. Fleischer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Bavan M. Holloway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director John F. Lundgren | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Scott M. Marimow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Adebayo O. Ogunlesi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Varsha R. Rao | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Linda B. Segre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.14 | Elect Director Anthony S. Thornley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. All NEOs received one-time retention equity awards in connection with a recent merger for which performance goals are not disclosed. Given the magnitude of the CEO's award in particular, investors should expect clear disclosure of all forward-looking goals. Further, with respect to the annual-cycle long term incentive plan, the relative TSR goal targets merely the 50th percentile and lacks a cap if absolute TSR is negative, the threshold and maximum goals for the APTI metric are not disclosed, and half of the APTI PRSUs were banked based on one-year performance.</i> | | | | |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

Chevron Corporation

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** CVX
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 166764100

Shares Voted: 112,116

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Wanda M. Austin | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |

Chevron Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1b | Elect Director John B. Frank | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Alice P. Gast | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1d | Elect Director Enrique Hernandez, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1e | Elect Director Marillyn A. Hewson | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jon M. Huntsman Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1g | Elect Director Charles W. Moorman | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1h | Elect Director Dambisa F. Moyo | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |

Chevron Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Debra Reed-Klages | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ronald D. Sugar | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1k | Elect Director D. James Umpleby, III | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1l | Elect Director Michael K. Wirth | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the directors of the Public Policy and Sustainability Committee, Enrique Hernandez, Jr., Alice Gast, Jon Huntsman, Jr., and D. James Umpleby III, are warranted, with caution, because the company has only been partially responsive to a majority-supported shareholder proposal. Votes FOR directors Michael Wirth and Ronald Sugar are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking all the steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment persisted for the year under review and sufficient mitigating factors were not identified. Annual incentive payouts are heavily impacted by individual performance factors, for which the committee provides limited disclosure of the considerations made when determining payouts. In addition, while the company added certain targets to the annual incentive plan scorecard, threshold and maximum goals are lacking, and disclosure of qualitative goals and achievements is also limited. Lack of such disclosure limits transparency into the pay-for-performance alignment of the program, impeding investors' ability to assess payouts and goal rigor from year to year. Lastly, in the LTI program, performance for the new ROCE metric targets merely the median of peers and, as the peer group is relatively small, a portion of the award will vest for any performance level that is not the bottom of the peer group. The TSR-based performance awards also continue to allow for above-target vesting for negative returns.</i> | | | | |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Adopt Medium and Long-Term GHG Emissions Reduction Targets | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i> | | | | |
| 6 | Issue Audited Net-Zero Scenario Analysis Report | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy</i> | | | | |
| 7 | Oversee and Report on Reliability of Methane Emission Disclosures | SH | For | For | For |
| 8 | Report on Business with Conflict-Complicit Governments | SH | Against | Against | Against |

Chevron Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 9 | Oversee and Report a Racial Equity Audit | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company's management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.</i> | | | | |
| 10 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.</i> | | | | |

Choice Hotels International, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** CHH
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 169905106

Shares Voted: 6,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Brian B. Bainum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Stewart W. Bainum, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director William L. Jews | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Monte J.M. Koch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Liza K. Landsman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Patrick S. Pacious | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Ervin R. Shames | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Gordon A. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Maureen D. Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John P. Tague | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Donna F. Vieira | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Choice Hotels International, Inc.

| 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 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Clean Harbors, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** CLH
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 184496107

Shares Voted: 10,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Andrea Robertson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Lauren C. States | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Robert J. Willett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

DENTSPLY SIRONA Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** XRAY
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 24906P109

Shares Voted: 12,699

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Eric K. Brandt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 1b | Elect Director Donald M. Casey, Jr. *Withdrawn Resolution* | Mgmt | | | |
| 1c | Elect Director Willie A. Deese | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 1d | Elect Director John P. Groetelaars | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |

DENTSPY SIRONA Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Betsy D. Holden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 1f | Elect Director Clyde R. Hosein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 1g | Elect Director Harry M. Jansen Kraemer, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 1h | Elect Director Gregory T. Lucier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 1i | Elect Director Leslie F. Varon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 1j | Elect Director Janet S. Vergis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 1k | Elect Director Dorothea Wenzel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted. Donald Casey Jr.'s election as director was withdrawn and therefore the ISS recommendation is NONE.</i> | | | | |
| 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 Bylaws to Add Federal Forum Selection Provision | Mgmt | For | For | For |

Dollar General Corporation

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** DG
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: 256677105

Shares Voted: 14,450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Warren F. Bryant | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Michael M. Calbert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Patricia D. Fili-Krushel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Dollar General Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Timothy I. McGuire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director William C. Rhodes, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Debra A. Sandler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Ralph E. Santana | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Todd J. Vasos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Report on Political Contributions and Expenditures | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.</i> | | | | |

Equinix, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** EQIX
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 29444U700

Shares Voted: 5,232

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Nanci Caldwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Adaire Fox-Martin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Ron Guerrier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Gary Hromadko | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Irving Lyons, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Charles Meyers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Equinix, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Christopher Paisley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Sandra Rivera | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Peter Van Camp | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.</i> | | | | |

Exelixis, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** EXEL
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 30161Q104

Shares Voted: 64,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Carl B. Feldbaum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Maria C. Freire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Alan M. Garber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Vincent T. Marchesi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Michael M. Morrissey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Stelios Papadopoulos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director George Poste | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Julie Anne Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Exelixis, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Lance Willsey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Jacqueline (Jacky) Wright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Jack L. Wyszomierski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Extra Space Storage Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: EXR

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 30225T102

Shares Voted: 7,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kenneth M. Woolley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Joseph D. Margolis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Roger B. Porter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Joseph J. Bonner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Gary L. Crittenden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Spencer F. Kirk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Dennis J. Letham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Diane Olmstead | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Julia Vander Ploeg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Extra Space Storage 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 |

Exxon Mobil Corporation

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** XOM
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 30231G102

Shares Voted: 246,130

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael J. Angelakis | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Susan K. Avery | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Angela F. Braly | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Ursula M. Burns | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Gregory J. Goff | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Kaisa H. Hietala | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Joseph L. Hooley | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Steven A. Kandarian | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Alexander A. Karsner | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |

Exxon Mobil Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.10 | Elect Director Jeffrey W. Ubben | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Darren W. Woods | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR Darren Woods and Joseph Hooley are warranted, with caution, given that the company has set targets to improve the efficiency of its operations but does not appear to be taking steps that would be needed to be aligned with Paris Agreement targets. A vote FOR the other director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Remove Executive Perquisites | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. While the aggregated costs of NEO perquisites are not excessive, they represent a non-performance-based benefit that is not generally available to the broader employee population. Such perquisites are not considered to be a best practice and their elimination would be considered a pay program improvement.</i> | | | | |
| 5 | Amend Bylaws to Limit Shareholder Rights for Proposal Submission | SH | Against | Against | Against |
| 6 | Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i> | | | | |
| 7 | Report on Low Carbon Business Planning | SH | Against | Against | Against |
| 8 | Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050 | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy.</i> | | | | |
| 9 | Report on Reducing Plastic Pollution | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.</i> | | | | |
| 10 | Report on Political Contributions and Expenditures | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.</i> | | | | |

Fidelity National Information Services, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: FIS

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 31620M106

Shares Voted: 35,414

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Ellen R. Alemany | Mgmt | For | For | For |

Fidelity National Information Services, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Vijay D'Silva | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jeffrey A. Goldstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lisa A. Hook | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Keith W. Hughes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Kenneth T. Lamneck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Gary L. Lauer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Gary A. Norcross | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Louise M. Parent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Brian T. Shea | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director James B. Stallings, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Jeffrey E. Stiefler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Approve Nonqualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Howmet Aerospace Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** HWM
Record Date: 03/29/2022 **Meeting Type:** Annual
Primary Security ID: 443201108

Shares Voted: 22,109

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director James F. Albaugh | Mgmt | For | For | For |

Howmet Aerospace Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Amy E. Alving | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Sharon R. Barner | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joseph S. Cantie | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Robert F. Leduc | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director David J. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jody G. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Nicole W. Piasecki | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director John C. Plant | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ulrich R. Schmidt | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST compensation committee members Joseph Cantie, Robert Leduc, and Nicole Piasecki are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Howmet Aerospace 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 |
| <p><i>Voter Rationale: A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the committee demonstrated only limited responsiveness. Although details of shareholder engagements and feedback are disclosed, the committee did not make changes to executive pay programs to address investor concerns. Further concerns are raised by the pay program for the year in review. CEO Plant received a significant special equity award for the third year in a row, despite the committee's previous statement that FY20 grants would cover three years. The award consists entirely of time-based RSUs with a relatively short vesting period and the committee's rationale for the grant is not viewed as compelling. Lastly, CEO Plant's recently amended letter agreement provides for excessive severance, which is viewed as a problematic pay practice by many investors.</i></p> | | | | | |
| 4 | Require Independent Board Chair | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted. There are ongoing concerns regarding the company's compensation practices and the board's responsiveness to shareholder concerns, which suggests that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.</i></p> | | | | | |

Marathon Oil Corporation

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** MRO
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 565849106

Shares Voted: 45,321

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Chadwick C. Deaton | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Marcela E. Donadio | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director M. Elise Hyland | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director Holli C. Ladhani | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director Brent J. Smolik | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1f | Elect Director Lee M. Tillman | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1g | Elect Director J. Kent Wells | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Mattel, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: MAT

Record Date: 03/29/2022

Meeting Type: Annual

Primary Security ID: 577081102

Shares Voted: 72,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director R. Todd Bradley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Adriana Cisneros | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michael Dolan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Diana Ferguson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ynon Kreiz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Soren Laursen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Ann Lewnes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Roger Lynch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Dominic Ng | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Judy Olian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i> | | | | |

Meta Platforms, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: FB

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 30303M102

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Peggy Alford | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 1.2 | Elect Director Marc L. Andreessen | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 1.3 | Elect Director Andrew W. Houston | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 1.4 | Elect Director Nancy Killefer | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 1.5 | Elect Director Robert M. Kimmitt | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 1.6 | Elect Director Sheryl K. Sandberg | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 1.7 | Elect Director Tracey T. Travis | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 1.8 | Elect Director Tony Xu | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 1.9 | Elect Director Mark Zuckerberg | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR all director nominees are warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: There are several ongoing pay program and disclosure concerns. The company's award determinations remain discretionary, and incentive programs lack disclosed performance metrics and quantified goals. Disclosure around individual performance assessments is also poor, and the design allows for such considerations to have a potentially large impact on annual bonuses. Executives again received very large equity awards that lack performance vesting criteria. Moreover, the CEO's and COO's security costs are exceedingly large. In light of these concerns, a vote AGAINST this proposal is warranted.</i> | | | | |
| 4 | Approve Recapitalization Plan for all Stock to Have One-vote per Share | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i> | | | | |
| 5 | Require Independent Board Chair | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Given the concerns with the board's governance and the appointment of a non-independent director (per ISS classifications) to serve as lead director, shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair.</i> | | | | |
| 6 | Report on Risks Associated with Use of Concealment Clauses | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.</i> | | | | |
| 7 | Report on External Costs of Misinformation and Impact on Diversified Shareholders | SH | Against | Against | Against |

Meta Platforms, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 8 | Report on Community Standards Enforcement | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.</i> | | | | | |
| 9 | Report on User Risk and Advisory Vote on Metaverse Project | SH | Against | Against | Against |
| 10 | Publish Third Party Human Rights Impact Assessment | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i> | | | | | |
| 11 | Report on Child Sexual Exploitation Online | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.</i> | | | | | |
| 12 | Commission a Workplace Non-Discrimination Audit | SH | Against | Against | Against |
| 13 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.</i> | | | | | |
| 14 | Commission Assessment of Audit and Risk Oversight Committee | SH | Against | Against | Against |
| 15 | Report on Charitable Contributions | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted because the company provides no information regarding its policies nor the recipients of its charitable contributions.</i> | | | | | |

ONEOK, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** OKE
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 682680103

Shares Voted: 25,910

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Brian L. Derksen | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Julie H. Edwards | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director John W. Gibson *Withdrawn Resolution* | Mgmt | | | |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.4 | Elect Director Mark W. Helderman | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.5 | Elect Director Randall J. Larson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

ONEOK, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Steven J. Malcolm | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jim W. Mogg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Pattye L. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Pierce H. Norton, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Eduardo A. Rodriguez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Gerald B. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

PDC Energy, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** PDCE
Record Date: 03/30/2022 **Meeting Type:** Annual
Primary Security ID: 69327R101

Shares Voted: 20,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Barton R. Brookman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Pamela R. Butcher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Mark E. Ellis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Paul J. Korus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Lynn A. Peterson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Carlos A. Sabater | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Diana L. Sands | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

PDC Energy, Inc.

| 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 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Pioneer Natural Resources Company

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** PXD
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 723787107

Shares Voted: 13,217

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director A.R. Alameddine | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1b | Elect Director Lori G. Billingsley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1c | Elect Director Edison C. Buchanan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1d | Elect Director Maria S. Dreyfus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1e | Elect Director Matthew M. Gallagher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1f | Elect Director Phillip A. Gobe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1g | Elect Director Stacy P. Methvin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1h | Elect Director Royce W. Mitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1i | Elect Director Frank A. Risch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1j | Elect Director Scott D. Sheffield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1k | Elect Director J. Kenneth Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1l | Elect Director Phoebe A. Wood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Pioneer Natural Resources Company

| 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 |

Progny, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** PGNY
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 74340E103

Shares Voted: 14,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Fred E. Cohen | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Fred Cohen, Norman Payson, and Beth Seidenberg given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 1.2 | Elect Director Norman Payson | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Fred Cohen, Norman Payson, and Beth Seidenberg given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 1.3 | Elect Director Beth Seidenberg | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Fred Cohen, Norman Payson, and Beth Seidenberg given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| <i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance is reasonably aligned at this time.</i> | | | | | |

Reinsurance Group of America, Incorporated

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** RGA
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 759351604

Shares Voted: 14,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Pina Albo | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

Reinsurance Group of America, Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1b | Elect Director J. Cliff Eason | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John J. Gauthier | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Patricia L. Guinn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Anna Manning | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Hazel M. McNeilage | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Ng Keng Hooi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director George Nichols, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stephen O'Hearn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Shundrawn Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Steven C. Van Wyk | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. The increase in pay for the year in review is due to an off-cycle one-time equity grant, which comes amid multiple years of forfeited performance equity. The one-time grant, which was only half based on performance-conditioned equity and does not disclose any forward-looking targets, appears to also have a relatively short performance period, and both the time-vesting and performance-vesting portions of the award can vest within two years of grant. There is an expectation that one-time awards utilize rigorous goal targets and are predominately performance-based over a long-term performance period. In the annual pay program, the annual bonus replaced a financial goal with a strategic scorecard with disclosure concerns, and multiple financial goals were set below the prior year's actual performance. The LTI mix also lowered the portion that was based on performance-conditioned equity, an action that shareholders generally disfavor.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Royal Gold, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: RGLD

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 780287108

Shares Voted: 13,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director William Hayes | Mgmt | For | For | For |

Royal Gold, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ronald Vance | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Sprouts Farmers Market, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** SFM
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 85208M102

Shares Voted: 24,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kristen E. Blum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jack L. Sinclair | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Syneos Health, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** SYNH
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 87166B102

Shares Voted: 21,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Todd M. Abbrecht | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director John M. Dineen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director William E. Klitgaard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Syneos Health, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1d | Elect Director David S. Wilkes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 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 Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Tandem Diabetes Care, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** TNDM
Record Date: 03/29/2022 **Meeting Type:** Annual
Primary Security ID: 875372203

Shares Voted: 13,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peyton R. Howell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director John F. Sheridan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

The Southern Company

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** SO
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 842587107

Shares Voted: 61,587

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Janaki Akella | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Henry A. Clark, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Southern Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Anthony F. Earley, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Thomas A. Fanning | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director David J. Grain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Colette D. Honorable | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Donald M. James | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director John D. Johns | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Dale E. Klein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ernest J. Moniz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director William G. Smith, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Kristine L. Svinicki | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director E. Jenner Wood, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Adopt Simple Majority Vote | SH | For | For | For |

The Travelers Companies, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** TRV
Record Date: 03/29/2022 **Meeting Type:** Annual
Primary Security ID: 89417E109

Shares Voted: 13,978

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alan L. Beller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Travelers Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Janet M. Dolan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Patricia L. Higgins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director William J. Kane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas B. Leonardi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Clarence Otis, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Elizabeth E. Robinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Philip T. (Pete) Ruegger, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Rafael Santana | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Todd C. Schermerhorn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Alan D. Schnitzer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Laurie J. Thomsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Bridget van Kralingen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. Although the pay program remains relatively unchanged, an unmitigated pay-for-performance misalignment exists for the year in review. The majority of long-term incentives are based on clearly disclosed multi-year goals, however, the value of the CEO's performance year equity award increased while long-term TSRs lagged the S&P 500. In addition, while the annual bonus payout is informed by certain financial metrics with disclosed targets, payouts are ultimately discretionarily determined. Further, the proxy does not disclose target or maximum STI opportunities, threshold or maximum goals, or per-metric weightings. Investors increasingly prefer an STI structure that emphasizes objective and transparent determinations, and the lack of such key disclosures limits transparency into pay decisions, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.</i> | | | | |
| 4 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.</i> | | | | |

The Travelers Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 5 | Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.</i> | | | | | |
| 6 | Adopt Underwriting Policies in Alignment with IEA's Net Zero 2050 Scenario | SH | Against | Against | Against |
| 7 | Oversee and Report a Racial Equity Audit | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Travelers' efforts to address the issue of any inequality in its workforce and its management of related risks.</i> | | | | | |
| 8 | Ensure Policies Do Not Support Police Violations of Civil Rights | SH | Against | Against | Against |

Trimble Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** TRMB
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 896239100

Shares Voted: 14,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Steven W. Berglund | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.2 | Elect Director James C. Dalton | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.3 | Elect Director Borje Ekholm | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.4 | Elect Director Ann Fandozzi | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.5 | Elect Director Kaigham (Ken) Gabriel | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.6 | Elect Director Meaghan Lloyd | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.7 | Elect Director Sandra MacQuillan | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.8 | Elect Director Robert G. Painter | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1.9 | Elect Director Mark S. Peek | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |

Trimble Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.10 | Elect Director Thomas Sweet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Johan Wibergh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Twitter, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** TWTR
Record Date: 03/30/2022 **Meeting Type:** Annual
Primary Security ID: 90184L102

Shares Voted: 46,450

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Egon Durban | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Egon Durban is warranted for serving as a director on more than five public company boards. A vote FOR Patrick Pichette is warranted.</i> | | | | |
| 1b | Elect Director Patrick Pichette | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Egon Durban is warranted for serving as a director on more than five public company boards. A vote FOR Patrick Pichette is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted, due to disclosure and incentive program design concerns. The LTI program's financial component utilizes only a one-year measurement period and shares a metric with the STI program. The LTI program's relative TSR metric targets merely median performance and the proxy does not disclose a vesting cap for negative absolute TSR. Further, the new CEO received a large promotion award that lacks performance-vesting criteria. Some investors may question the magnitude and design of special one-time awards to NEOs, which carry significant stock appreciation targets but do not also require relative TSR outperformance. Finally, the STI program has poor disclosure around diversity targets and individual performance assessments.</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 4 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 5 | Report on Risks Associated with Use of Concealment Clauses | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on Twitter's employees may bring information to light that could result in improved recruitment, development and retention.</i> | | | | |
| 6 | Nominate Candidate for Board Elections with Human and/or Civil Rights Expertise | SH | Against | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this resolution is warranted as the company has in place appropriate management and board oversight mechanisms to be able to assess and manage risks related to human rights and civil rights.</i> | | | | |

Twitter, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 7 | Commission a Workplace Non-Discrimination Audit | SH | Against | Against | Against |
| <p><i>Voter Rationale: A vote AGAINST this resolution is warranted, as the company has enhanced reporting around its diversity and inclusion initiatives, workplace composition, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.</i></p> | | | | | |
| 8 | Report on Political Contributions | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.</i></p> | | | | | |
| 9 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p> | | | | | |

United Airlines Holdings, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** UAL
Record Date: 04/06/2022 **Meeting Type:** Annual
Primary Security ID: 910047109

Shares Voted: 18,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Carolyn Corvi | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1b | Elect Director Matthew Friend | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1c | Elect Director Barney Harford | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1d | Elect Director Michele J. Hooper | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1e | Elect Director Walter Isaacson | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1f | Elect Director James A. C. Kennedy | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1g | Elect Director J. Scott Kirby | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1h | Elect Director Edward M. Philip | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1i | Elect Director Edward L. Shapiro | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |
| 1j | Elect Director Laysha Ward | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominees is warranted.</i></p> | | | | | |

United Airlines Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1k | Elect Director James M. Whitehurst | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 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 Lobbying Payments and Policy | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.</i> | | | | | |

Verisk Analytics, Inc.

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** VRSK
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 92345Y106

Shares Voted: 9,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jeffrey Dailey | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Constantine P. Iordanou | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Wendy Lane | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1d | Elect Director Lee M. Shavel | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1e | Elect Director Kimberly S. Stevenson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Declassify the Board of Directors | Mgmt | For | For | For |
| <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Vontier Corporation

Meeting Date: 05/25/2022 **Country:** USA **Ticker:** VNT
Record Date: 03/24/2022 **Meeting Type:** Annual
Primary Security ID: 928881101

Vontier Corporation

Shares Voted: 34,904

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robert L. Eatroff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Martin Gafinowitz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Andrew D. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 5 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |

Cerner Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: CERN

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 156782104

Shares Voted: 17,076

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mitchell E. Daniels, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Elder Granger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John J. Greisch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Melinda J. Mount | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director George A. Riedel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director R. Halsey Wise | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Cerner Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 4a | Eliminate Supermajority Vote Requirements for Certain Business Combination Transactions | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i> | | | | | |
| 4b | Eliminate Supermajority Vote Requirement to Amend or Repeal the By-Laws | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i> | | | | | |
| 4c | Eliminate Supermajority Vote Requirement to Repeal Provisions of the Certificate | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i> | | | | | |
| 4d | Eliminate Supermajority Vote Requirement to Remove Directors With or Without Cause | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i> | | | | | |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 6 | Provide Right to Call a Special Meeting | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as it is reasonable and in the best interests of shareholders, and that it will help increase the accountability of the board and management.</i> | | | | | |

Douglas Emmett, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** DEI
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 25960P109

Shares Voted: 34,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|----------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Dan A. Emmett | Mgmt | For | For | For |
| <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Jordan L. Kaplan | Mgmt | For | For | For |
| <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director Kenneth M. Panzer | Mgmt | For | For | For |
| <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | | |
| 1.4 | Elect Director Leslie E. Bider | Mgmt | For | For | For |
| <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | | |

Douglas Emmett, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Dorene C. Dominguez | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director David T. Feinberg | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Ray C. Leonard | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Virginia A. McFerran | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Thomas E. O'Hern | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director William E. Simon, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Shirley Wang | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Virginia McFerran and Dorene Dominguez for a material governance failure. The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: The company's incentive program is discretionary in nature and equity awards lack rigorous long-term performance-vesting criteria. Pay-for-performance concerns are further exacerbated by the compensation of two executives with CEO-level pay.</i> | | | | |

DuPont de Nemours, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** DD
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 26614N102

Shares Voted: 29,847

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Amy G. Brady | Mgmt | For | For | For |

DuPont de Nemours, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1b | Elect Director Edward D. Breen | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ruby R. Chandy | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1d | Elect Director Terrence R. Curtin | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1e | Elect Director Alexander M. Cutler | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1f | Elect Director Eleuthere I. du Pont | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1g | Elect Director Kristina M. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1h | Elect Director Luther C. Kissam | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1i | Elect Director Frederick M. Lowery | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1j | Elect Director Raymond J. Milchovich | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1k | Elect Director Deanna M. Mulligan | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 1l | Elect Director Steven M. Sterin | Mgmt | For | For | For |
| | <i>Voter Rationale: Cautionary support FOR Ruby R. Chandy is warranted due to partial responsiveness by the company to a majority-supported proposal asking for an annual report on plastic pollution. A vote FOR all other director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

DuPont de Nemours, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | Against | Against |

Dycom Industries Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** DY
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 267475101

Shares Voted: 6,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Eitan Gertel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Stephen C. Robinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Carmen M. Sabater | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Richard K. Sykes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

East West Bancorp, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** EWBC
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 27579R104

Shares Voted: 29,393

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Manuel P. Alvarez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Molly Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Iris S. Chan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

East West Bancorp, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Archana Deskus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Rudolph I. Estrada | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Paul H. Irving | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Jack C. Liu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Dominic Ng | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Lester M. Sussman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

EastGroup Properties, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** EGP
Record Date: 03/28/2022 **Meeting Type:** Annual

Primary Security ID: 277276101

Shares Voted: 8,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director D. Pike Aloian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director H. Eric Bolton, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Donald F. Colleran | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Hayden C. Eaves, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director David M. Fields | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David H. Hoster, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Marshall A. Loeb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

EastGroup Properties, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1h | Elect Director Mary E. McCormick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Katherine M. Sandstrom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

First Solar, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** FSLR
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 336433107

Shares Voted: 20,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael J. Ahearn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Richard D. Chapman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Anita Marangoly George | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director George A. (Chip) Hambro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Molly E. Joseph | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Craig Kennedy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Lisa A. Kro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director William J. Post | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Paul H. Stebbins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Michael T. Sweeney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Mark R. Widmar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

First Solar, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.12 | Elect Director Norman L. Wright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Flowers Foods, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** FLO
Record Date: 03/22/2022 **Meeting Type:** Annual
Primary Security ID: 343498101

Shares Voted: 40,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director George E. Deese | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Edward J. Casey, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Thomas C. Chubb, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Rhonda Gass | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Benjamin H. Griswold, IV | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Margaret G. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director W. Jameson McFadden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director A. Ryals McMullian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James T. Spear | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Melvin T. Stith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Terry S. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director C. Martin Wood, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Flowers Foods, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Political Contributions and Expenditures | SH | Against | For | For |

Voter Rationale: A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.

Hess Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: HES

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 42809H107

Shares Voted: 16,053

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Terrence J. Checki | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1b | Elect Director Leonard S. Coleman, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1c | Elect Director Lisa Glatch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1d | Elect Director John B. Hess | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1e | Elect Director Edith E. Holiday | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1f | Elect Director Marc S. Lipschultz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1g | Elect Director Raymond J. McGuire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1h | Elect Director David McManus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1i | Elect Director Kevin O. Meyers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1j | Elect Director Karyn F. Ovelmen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1k | Elect Director James H. Quigley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1l | Elect Director William G. Schrader | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |

Hess 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 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Illumina, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** ILMN
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 452327109

Shares Voted: 9,050

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Frances Arnold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1B | Elect Director Francis A. deSouza | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1C | Elect Director Caroline D. Dorsa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1D | Elect Director Robert S. Epstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1E | Elect Director Scott Gottlieb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1F | Elect Director Gary S. Guthart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1G | Elect Director Philip W. Schiller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1H | Elect Director Susan E. Siegel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director John W. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. This shareholder proposal includes a 15 percent ownership threshold which shareholders may view as a more reasonable threshold than the 25 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.</i> | | | | |
| 5 | Provide Right to Call Special Meeting | Mgmt | For | For | For |

Jones Lang LaSalle Incorporated

Meeting Date: 05/26/2022

Country: USA

Ticker: JLL

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 48020Q107

Shares Voted: 10,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Hugo Bague | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Matthew Carter, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Samuel A. Di Piazza, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Tina Ju | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Bridget Macaskill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Deborah H. McAneny | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Siddharth (Bobby) Mehta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jeetendra (Jeetu) I. Patel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Ann Marie Petach | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Larry Quinlan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Efrain Rivera | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Christian Ulbrich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Kinsale Capital Group, Inc.

Meeting Date: 05/26/2022

Country: USA

Ticker: KNSL

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 49714P108

Kinsale Capital Group, Inc.

Shares Voted: 4,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Michael P. Kehoe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Steven J. Bensinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Teresa P. Chia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert V. Hatcher, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Anne C. Kronenberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert Lippincott, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director James J. Ritchie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Frederick L. Russell, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Gregory M. Share | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Life Storage, Inc.

Meeting Date: 05/26/2022

Country: USA

Ticker: LSI

Record Date: 03/29/2022

Meeting Type: Annual

Primary Security ID: 53223X107

Shares Voted: 17,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mark G. Barberio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Joseph V. Saffire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Stephen R. Rusmisl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Life Storage, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Arthur L. Havener, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Dana Hamilton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Edward J. Pettinella | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director David L. Rogers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Susan Harnett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Masimo Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: MASI

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 574795100

Shares Voted: 10,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Adam Mikkelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Craig Reynolds | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted given that the company recently modified a NEO agreement without removing the entitlement to a problematic modified single-trigger cash severance.</i> | | | | |

McDonald's Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: MCD

Record Date: 03/28/2022

Meeting Type: Proxy Contest

Primary Security ID: 580135101

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Management Proxy (White Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director Lloyd Dean | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.2 | Elect Director Robert Eckert | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.3 | Elect Director Catherine Engelbert | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.4 | Elect Director Margaret Georgiadis | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.5 | Elect Director Enrique Hernandez, Jr. | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |

McDonald's Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Christopher Kempczinski | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.7 | Elect Director Richard Lenny | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.8 | Elect Director John Mulligan | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.9 | Elect Director Sheila Penrose | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.10 | Elect Director John Rogers, Jr. | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |
| 1.11 | Elect Director Paul Walsh | Mgmt | For | Refer | For |
| | <p><i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i></p> | | | | |

McDonald's Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.12 | Elect Director Miles White | Mgmt | For | Refer | For |
| | <i>Voter Rationale: On balance, the dissident campaign has not made a sufficient case, on an issue-specific or broader view of ESG, that the immediate replacement of incumbent directors is necessary at this time. However, in recognition of the issues presented and the apparent room for improvement in the company's ESG efforts and communication, cautionary support is warranted FOR targeted directors Lenny and Penrose. Shareholders should consider this vote within the context of their specific ESG agendas and may wish to engage directly with the Sustainability and Corporate Responsibility Committee (SCRC) members to determine whether the board is adequately focused on these issues; those who prioritize such concerns may opt to withhold support from these directors as a way of signaling a view that more attention is needed at the board level. Support FOR the remaining uncontested directors is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR the proposal is warranted, as CEO pay and company performance are reasonably aligned and no problematic practices have been identified. Annual incentives and the majority of long-term incentives are sufficiently tied to objective performance goals, and payouts are consistent with recent performance.</i> | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.</i> | | | | |
| 5 | Report on Efforts to Reduce Plastic Use | SH | Against | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company intends to reduce plastic in its business.</i> | | | | |
| 6 | Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders | SH | Against | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The proposal is overly broad in scope, and such disclosure is not a standard industry practice at this time.</i> | | | | |
| 7 | Report on Use of Gestation Stalls in Pork Supply Chain | SH | Against | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST this resolution is warranted because the company appears to be adequately communicating policies and goals regarding its animal welfare standards and practices.</i> | | | | |
| 8 | Report on Third-Party Civil Rights Audit | SH | Against | Refer | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of McDonald's efforts to address the issue of any inequality in its workforce and its management of related risks.</i> | | | | |
| 9 | Report on Lobbying Payments and Policy | SH | Against | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i> | | | | |
| 10 | Issue Transparency Report on Global Public Policy and Political Influence | SH | Against | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While generally transparency on corporate political activities benefits shareholders, enabling them to assess how a company is managing related risks, the proposal is overly prescriptive in requesting a global transparency report, and such disclosure is not a standard industry practice at this time.</i> | | | | |
| | Dissident Proxy (Gold Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director Leslie Samuelrich | SH | For | Refer | Do Not Vote |
| 1.2 | Elect Director Maisie Lucia Ganzler | SH | For | Refer | Do Not Vote |
| 1.3 | Management Nominee Lloyd Dean | SH | For | Refer | Do Not Vote |

McDonald's Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Management Nominee Robert Eckert | SH | For | Refer | Do Not Vote |
| 1.5 | Management Nominee Catherine Engelbert | SH | For | Refer | Do Not Vote |
| 1.6 | Management Nominee Margaret Georgiadis | SH | For | Refer | Do Not Vote |
| 1.7 | Management Nominee Enrique Hernandez, Jr. | SH | For | Refer | Do Not Vote |
| 1.8 | Management Nominee Christopher Kempczinski | SH | For | Refer | Do Not Vote |
| 1.9 | Management Nominee John Mulligan | SH | For | Refer | Do Not Vote |
| 1.10 | Management Nominee John Rogers, Jr. | SH | For | Refer | Do Not Vote |
| 1.11 | Management Nominee Paul Walsh | SH | For | Refer | Do Not Vote |
| 1.12 | Management Nominee Miles White | SH | For | Refer | Do Not Vote |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | Against | Refer | Do Not Vote |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | Refer | Do Not Vote |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | For | Refer | Do Not Vote |
| 5 | Report on Efforts to Reduce Plastic Use | SH | For | Refer | Do Not Vote |
| 6 | Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders | SH | For | Refer | Do Not Vote |
| 7 | Report on Use of Gestation Stalls in Pork Supply Chain | SH | For | Refer | Do Not Vote |
| 8 | Report on Third-Party Civil Rights Audit | SH | For | Refer | Do Not Vote |
| 9 | Report on Lobbying Payments and Policy | SH | For | Refer | Do Not Vote |
| 10 | Issue Transparency Report on Global Public Policy and Political Influence | SH | For | Refer | Do Not Vote |

Medical Properties Trust, Inc.

Meeting Date: 05/26/2022

Country: USA

Ticker: MPW

Record Date: 03/29/2022

Meeting Type: Annual

Primary Security ID: 58463J304

Shares Voted: 120,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Edward K. Aldag, Jr. | Mgmt | For | For | For |

Voter Rationale: A vote FOR the director nominees is warranted.

Medical Properties Trust, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director G. Steven Dawson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director R. Steven Hamner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Caterina A. Mozingo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Emily W. Murphy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Elizabeth N. Pitman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director D. Paul Sparks, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael G. Stewart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director C. Reynolds Thompson, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

Morgan Stanley

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** MS
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 617446448

Shares Voted: 82,410

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alistair Darling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Thomas H. Glocer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director James P. Gorman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robert H. Herz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Morgan Stanley

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Erika H. James | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Hironori Kamezawa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Shelley B. Leibowitz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Stephen J. Luczo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Jami Miscik | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Masato Miyachi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Dennis M. Nally | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Mary L. Schapiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Perry M. Traquina | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Rayford Wilkins, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Scenario | SH | Against | Against | Against |

Old Republic International Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: ORI

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 680223104

Shares Voted: 58,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Steven J. Bateman | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders.</i> | | | | |

Old Republic International Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Lisa J. Caldwell | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders.</i> | | | | |
| 1.3 | Elect Director John M. Dixon | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders.</i> | | | | |
| 1.4 | Elect Director Glenn W. Reed | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for all director nominees for maintaining a long-term poison pill that has not been ratified by shareholders.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i> | | | | |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The estimated duration of available and proposed shares exceeds six years; and * The plan allows broad discretion to accelerate vesting.</i> | | | | |

ONE Gas, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** OGS
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 68235P108

Shares Voted: 11,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert B. Evans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director John W. Gibson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Tracy E. Hart | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Michael G. Hutchinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Robert S. McAnnally | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Pattye L. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

ONE Gas, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Eduardo A. Rodriguez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Douglas H. Yaeger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

R1 RCM Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** RCM
Record Date: 04/06/2022 **Meeting Type:** Annual
Primary Security ID: 749397105

Shares Voted: 25,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Agnes Bundy Scanlan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director David M. Dill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael C. Feiner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Joseph Flanagan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director John B. Henneman, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Neal Moszkowski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Ian Sacks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Jill Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Anthony J. Speranzo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Anthony R. Tersigni | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Albert (Bert) R. Zimmerli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

R1 RCM Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Approve Issuance of Shares in Connection with the Contribution | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given the compelling strategic rationale for the underlying transaction and that it is expected to result in approximately \$85.0 million in cost savings by 2025 and be accretive to earnings in the first fiscal year after closing.</i> | | | | |
| 3 | Increase Authorized Common Stock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the size of the proposed increase is reasonable and there are no substantial concerns about the company's past use of shares.</i> | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 5 | Adjourn Meeting | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that all of the ballot items warrant shareholder support.</i> | | | | |

Repligen Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: RGEN

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 759916109

Shares Voted: 10,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Tony J. Hunt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Karen A. Dawes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Nicolas M. Barthelemy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Carrie Eglinton Manner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Rohin Mhatre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Glenn P. Muir | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Sealed Air Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: SEE

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 81211K100

Shares Voted: 8,660

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Elizabeth M. Adefioye | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Zubaid Ahmad | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Francoise Colpron | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Edward L. Doheny, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Henry R. Keizer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Harry A. Lawton, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Suzanne B. Rowland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jerry R. Whitaker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, the compensation committee did not demonstrate sufficient responsiveness to last year's low say-on-pay vote. Although the proxy describes meetings with shareholders and cites their feedback, the committee did not make changes to the pay program nor disclose a robust commitment not to repeat an action that investors found concerning.</i> | | | | |

Skechers U.S.A., Inc.

Meeting Date: 05/26/2022

Country: USA

Ticker: SKX

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 830566105

Shares Voted: 28,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael Greenberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Skechers U.S.A., Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director David Weinberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Zulema Garcia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i> | | | | |

Stericycle, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** SRCL
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 858912108

Shares Voted: 19,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robert S. Murley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Cindy J. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Brian P. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lynn D. Bleil | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas F. Chen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director J. Joel Hackney, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Stephen C. Hooley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Kay G. Priestly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director James L. Welch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Stericycle, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.</i> | | | | | |
| 5 | Report on Third-Party Civil Rights Audit | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Stericycle's efforts to address the issue of any inequality in its workforce and its management of related risks.</i> | | | | | |

STORE Capital Corporation

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** STOR
Record Date: 04/04/2022 **Meeting Type:** Annual
Primary Security ID: 862121100

Shares Voted: 49,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Jawad Ahsan | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Joseph M. Donovan | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director David M. Edwards | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.4 | Elect Director Mary B. Fedewa | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.5 | Elect Director Morton H. Flesicher | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.6 | Elect Director William F. Hipp | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.7 | Elect Director Tawn Kelley | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.8 | Elect Director Catherine D. Rice | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.9 | Elect Director Quentin P. Smith, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 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 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Taylor Morrison Home Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: TMHC

Record Date: 03/30/2022

Meeting Type: Annual

Primary Security ID: 87724P106

Shares Voted: 26,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peter Lane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director William H. Lyon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Anne L. Mariucci | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director David C. Merritt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Andrea (Andi) Owen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Sheryl D. Palmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Denise F. Warren | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Christopher Yip | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Omnibus Stock Plan | Mgmt | For | For | For |

The Interpublic Group of Companies, Inc.

Meeting Date: 05/26/2022

Country: USA

Ticker: IPG

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 460690100

Shares Voted: 22,916

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Jocelyn Carter-Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Mary J. Steele Guilfoile | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Interpublic Group of Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Dawn Hudson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Philippe Krakowsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Jonathan F. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Patrick Q. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Linda S. Sanford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director David M. Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director E. Lee Wyatt, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Require Independent Board Chair | SH | Against | Against | Against |

Unum Group

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** UNM
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 91529Y106

Shares Voted: 42,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Theodore H. Bunting, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Susan L. Cross | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Susan D. DeVore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joseph J. Echevarria | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Cynthia L. Egan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Unum Group

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Kevin T. Kabat | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Timothy F. Keaney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Gale V. King | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Gloria C. Larson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Richard P. McKenney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Ronald P. O'Hanley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Francis J. Shammo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

VeriSign, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** VRSN
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 92343E102

Shares Voted: 5,633

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director D. James Bidzos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Courtney D. Armstrong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Yehuda Ari Buchalter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Kathleen A. Cote | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Thomas F. Frist, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

VeriSign, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Jamie S. Gorelick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Roger H. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Timothy Tomlinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Eliminate Holding Period for Shareholders to Call Special Meeting | SH | Against | Against | Against |

Voya Financial, Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** VOYA
Record Date: 03/29/2022 **Meeting Type:** Annual

Primary Security ID: 929089100

Shares Voted: 22,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Lynne Biggar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Yvette S. Butler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jane P. Chwick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kathleen DeRose | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ruth Ann M. Gillis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Aylwin B. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Rodney O. Martin, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Byron H. Pollitt, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Joseph V. Tripodi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Voya Financial, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director David Zwiener | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Wingstop Inc.

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** WING
Record Date: 03/28/2022 **Meeting Type:** Annual
Primary Security ID: 974155103

Shares Voted: 6,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Krishnan (Kandy) Anand | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Krishnan (Kandy) Anand, David (Dave) Goebel, and Michael (Mike) Hislop given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | |
| 1.2 | Elect Director David L. Goebel | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Krishnan (Kandy) Anand, David (Dave) Goebel, and Michael (Mike) Hislop given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | |
| 1.3 | Elect Director Michael J. Hislop | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Krishnan (Kandy) Anand, David (Dave) Goebel, and Michael (Mike) Hislop given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i> | | | | |

Wintrust Financial Corporation

Meeting Date: 05/26/2022 **Country:** USA **Ticker:** WTFC
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 97650W108

Shares Voted: 11,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Elizabeth H. Connelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Wintrust Financial Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Peter D. Crist | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Bruce K. Crowther | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director William J. Doyle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Marla F. Glabe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director H. Patrick Hackett, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Scott K. Heitmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Deborah L. Hall Lefevre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Suzet M. McKinney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Gary D. "Joe" Sweeney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Karin Gustafson Teglia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Alex E. Washington, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Edward J. Wehmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Affiliated Managers Group, Inc.

Meeting Date: 05/27/2022 **Country:** USA **Ticker:** AMG
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 008252108

Shares Voted: 8,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Karen L. Alvingham | Mgmt | For | For | For |

Affiliated Managers Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Tracy A. Atkinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Dwight D. Churchill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Jay C. Horgen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Reuben Jeffery, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Felix V. Matos Rodriguez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Tracy P. Palandjian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director David C. Ryan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

EPR Properties

Meeting Date: 05/27/2022 **Country:** USA **Ticker:** EPR
Record Date: 03/07/2022 **Meeting Type:** Annual
Primary Security ID: 26884U109

Shares Voted: 15,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Thomas M. Bloch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Peter C. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director James B. Connor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Jack A. Newman, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Virginia E. Shanks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

EPR Properties

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Gregory K. Silvers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Robin P. Sterneck | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Lisa G. Trimberger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Caixia Ziegler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Lincoln National Corporation

Meeting Date: 05/27/2022

Country: USA

Ticker: LNC

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 534187109

Shares Voted: 10,763

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Deirdre P. Connelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Ellen G. Cooper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director William H. Cunningham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Reginald E. Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Dennis R. Glass | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Eric G. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Gary C. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director M. Leanne Lachman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Dale LeFebvre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Lincoln National Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.10 | Elect Director Janet Liang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Michael F. Mee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Patrick S. Pittard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Lynn M. Utter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |
| 6 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.</i> | | | | |

Lowe's Companies, Inc.

Meeting Date: 05/27/2022 **Country:** USA **Ticker:** LOW
Record Date: 03/21/2022 **Meeting Type:** Annual
Primary Security ID: 548661107

Shares Voted: 43,177

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Raul Alvarez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director David H. Batchelder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Sandra B. Cochran | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Laurie Z. Douglas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Richard W. Dreiling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Marvin R. Ellison | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Lowes Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Daniel J. Heinrich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Brian C. Rogers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Bertram L. Scott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Colleen Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Mary Beth West | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Report on Median Gender/Racial Pay Gap | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.</i> | | | | |
| 6 | Amend Proxy Access Right | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i> | | | | |
| 7 | Report on Risks of State Policies Restricting Reproductive Health Care | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i> | | | | |
| 8 | Commission a Civil Rights and Non-Discrimination Audit | SH | Against | Against | Against |
| 9 | Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.</i> | | | | |

LyondellBasell Industries N.V.

Meeting Date: 05/27/2022 **Country:** Netherlands **Ticker:** LYB
Record Date: 04/29/2022 **Meeting Type:** Annual
Primary Security ID: N53745100

Shares Voted: 14,550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jacques Aigrain | Mgmt | For | For | For |

LyondellBasell Industries N.V.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Lincoln Benet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jagjeet (Jeet) Bindra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Robin Buchanan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Anthony (Tony) Chase | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Nance Dicciani | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Robert (Bob) Dudley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Claire Farley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Michael Hanley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Virginia Kamsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Albert Manifold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Peter Vanacker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Discharge of Directors | Mgmt | For | For | For |
| 3 | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers Accountants N.V. as Auditors | Mgmt | For | For | For |
| 5 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 6 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 7 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 8 | Approve Cancellation of Shares | Mgmt | For | For | For |

Quanta Services, Inc.

Meeting Date: 05/27/2022

Country: USA

Ticker: PWR

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 74762E102

Quanta Services, Inc.

Shares Voted: 8,332

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Earl C. (Duke) Austin, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Doyle N. Beneby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Vincent D. Foster | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Bernard Fried | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Worthing F. Jackman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Holli C. Ladhani | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director David M. McClanahan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Margaret B. Shannon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Martha B. Wyrsh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

The Macerich Company

Meeting Date: 05/27/2022

Country: USA

Ticker: MAC

Record Date: 03/24/2022

Meeting Type: Annual

Primary Security ID: 554382101

Shares Voted: 43,852

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peggy Alford | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director John H. Alschuler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Macerich Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Eric K. Brandt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Edward C. Coppola | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Steven R. Hash | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Enrique Hernandez, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Daniel J. Hirsch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Diana M. Laing | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Marianne Lowenthal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Thomas E. O'Hern | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Steven L. Soboroff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Andrea M. Stephen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Victoria's Secret & Co.

Meeting Date: 05/27/2022

Country: USA

Ticker: VSCO

Record Date: 03/31/2022

Meeting Type: Annual

Primary Security ID: 926400102

Shares Voted: 15,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Irene Chang Britt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Sarah Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jacqueline Hernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Victoria's Secret & Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Donna James | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Mariam Naficy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Lauren Peters | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Anne Sheehan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Martin Waters | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

Arista Networks, Inc.

Meeting Date: 05/31/2022 **Country:** USA **Ticker:** ANET
Record Date: 04/06/2022 **Meeting Type:** Annual
Primary Security ID: 040413106

Shares Voted: 13,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Charles Giancarlo | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i> | | | | |
| 1.2 | Elect Director Daniel Scheinman | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman and Charles Giancarlo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives appear to be primarily linked to pre-set financial metrics and long-term incentives are entirely performance-based for the CEO. However, some concerns remain regarding the level of disclosure of weightings and targets under the annual incentive plan, as well as the use of duplicative metrics, targets and one-year performance periods under the long-term incentive plan.</i> | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| | <i>Voter Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i> | | | | |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

First Horizon Corporation

Meeting Date: 05/31/2022

Country: USA

Ticker: FHN

Record Date: 04/20/2022

Meeting Type: Special

Primary Security ID: 320517105

Shares Voted: 115,149

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |
| | <i>Voter Rationale: In light of the 37.0 percent premium to the unaffected price, as well as the premium to the prior 10-year closing high, the cash form of consideration, which provides liquidity and certainty of value, and the potential downside risk of non-approval given FHN's outperformance since announcement, support FOR the proposed transaction is warranted.</i> | | | | |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although cash severance is double trigger and reasonably based, and the majority of the CEO's outstanding equity is double trigger, the CEO is entitled to a problematic golden parachute excise tax gross-up pursuant to his change in control agreement.</i> | | | | |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the underlying merger transaction merits support.</i> | | | | |

Silgan Holdings, Inc.

Meeting Date: 05/31/2022

Country: USA

Ticker: SLGN

Record Date: 04/12/2022

Meeting Type: Annual

Primary Security ID: 827048109

Shares Voted: 16,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kimberly A. Fields | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominee R. Philip Silver due to the company's lack of a formal nominating committee. In the absence of a nominating committee and board chair on ballot, WITHHOLD votes are warranted for Kimberly Fields, Brad Lich, and R. Philip Silver for apparent lack of racial/ethnic diversity on the board.</i> | | | | |
| 1.2 | Elect Director Brad A. Lich | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominee R. Philip Silver due to the company's lack of a formal nominating committee. In the absence of a nominating committee and board chair on ballot, WITHHOLD votes are warranted for Kimberly Fields, Brad Lich, and R. Philip Silver for apparent lack of racial/ethnic diversity on the board.</i> | | | | |
| 1.3 | Elect Director R. Philip Silver | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominee R. Philip Silver due to the company's lack of a formal nominating committee. In the absence of a nominating committee and board chair on ballot, WITHHOLD votes are warranted for Kimberly Fields, Brad Lich, and R. Philip Silver for apparent lack of racial/ethnic diversity on the board.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i> | | | | |

ACI Worldwide, Inc.

Meeting Date: 06/01/2022

Country: USA

Ticker: ACIW

Record Date: 04/08/2022

Meeting Type: Annual

Primary Security ID: 004498101

Shares Voted: 24,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Odilon Almeida | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Charles K. Bobrinsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Janet O. Estep | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director James C. Hale, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Mary P. Harman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Didier R. Lamouche | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Charles E. Peters, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Adalio T. Sanchez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Thomas W. Warsop, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Samir M. Zabaneh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Alphabet Inc.

Meeting Date: 06/01/2022

Country: USA

Ticker: GOOGL

Record Date: 04/05/2022

Meeting Type: Annual

Primary Security ID: 02079K305

Shares Voted: 17,481

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Larry Page | Mgmt | For | For | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Sergey Brin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Sundar Pichai | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John L. Hennessy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Frances H. Arnold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director L. John Doerr | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Roger W. Ferguson, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Ann Mather | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director K. Ram Shriram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Robin L. Washington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The three-year average burn rate is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting</i> | | | | |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 5 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i> | | | | |
| 6 | Report on Climate Lobbying | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement, in light of risks to the company caused by climate change and the company's public position.</i> | | | | |
| 7 | Report on Physical Risks of Climate Change | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing and managing climate change risks.</i> | | | | |
| 8 | Report on Metrics and Efforts to Reduce Water Related Risk | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing climate-related water risks.</i> | | | | |

Alphabet Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 9 | Oversee and Report a Third-Party Racial Equity Audit | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Alphabet's efforts to address the issue of any inequality in its workforce and its management of related risks.</i></p> | | | | | |
| 10 | Report on Risks Associated with Use of Concealment Clauses | SH | Against | Against | Against |
| 11 | Approve Recapitalization Plan for all Stock to Have One-vote per Share | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i></p> | | | | | |
| 12 | Report on Government Takedown Requests | SH | Against | Against | Against |
| 13 | Report on Risks of Doing Business in Countries with Significant Human Rights Concerns | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i></p> | | | | | |
| 14 | Report on Managing Risks Related to Data Collection, Privacy and Security | SH | Against | Against | Against |
| 15 | Disclose More Quantitative and Qualitative Information on Algorithmic Systems | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased reporting would assist shareholders in assessing progress and management of related risks.</i></p> | | | | | |
| 16 | Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better evaluate the company's management of risks related to the human rights impacts of disinformation and misinformation.</i></p> | | | | | |
| 17 | Report on External Costs of Misinformation and Impact on Diversified Shareholders | SH | Against | Against | Against |
| 18 | Report on Steps to Improve Racial and Gender Board Diversity | SH | Against | Against | Against |
| 19 | Establish an Environmental Sustainability Board Committee | SH | Against | Against | Against |
| 20 | Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates | SH | Against | Against | Against |
| 21 | Report on Policies Regarding Military and Militarized Policing Agencies | SH | Against | Against | Against |

Bruker Corporation

Meeting Date: 06/01/2022

Country: USA

Ticker: BRKR

Record Date: 04/07/2022

Meeting Type: Annual

Primary Security ID: 116794108

Bruker Corporation

Shares Voted: 20,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Bonnie H. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Frank H. Laukien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director John Ornell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Richard A. Packer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |

Columbia Sportswear Company

Meeting Date: 06/01/2022

Country: USA

Ticker: COLM

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: 198516106

Shares Voted: 6,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Timothy P. Boyle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Stephen E. Babson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Andy D. Bryant | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director John W. Culver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Kevin Mansell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Ronald E. Nelson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Sabrina L. Simmons | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Columbia Sportswear Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Malia H. Wasson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Comcast Corporation

Meeting Date: 06/01/2022 **Country:** USA **Ticker:** CMCSA
Record Date: 04/04/2022 **Meeting Type:** Annual
Primary Security ID: 20030N101

Shares Voted: 263,016

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kenneth J. Bacon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Madeline S. Bell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Edward D. Breen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Gerald L. Hassell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Jeffrey A. Honickman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Maritza G. Montiel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Asuka Nakahara | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director David C. Novak | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Brian L. Roberts | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Charitable Contributions | SH | Against | Against | Against |
| 5 | Oversee and Report a Racial Equity Audit | SH | Against | Against | Against |
| 6 | Report on Omitting Viewpoint and Ideology from EEO Policy | SH | Against | Against | Against |

Comcast Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 7 | Conduct Audit and Report on Effectiveness of Sexual Harassment Policies | SH | Against | Against | Against |
| 8 | Report on Retirement Plan Options Aligned with Company Climate Goals | SH | Against | Against | Against |

FTI Consulting, Inc.

Meeting Date: 06/01/2022 **Country:** USA **Ticker:** FCN
Record Date: 03/03/2022 **Meeting Type:** Annual
Primary Security ID: 302941109

Shares Voted: 7,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brenda J. Bacon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Mark S. Bartlett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Claudio Costamagna | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Vernon Ellis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Nicholas C. Fanandakis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Steven H. Gunby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Gerard E. Holthaus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Nicole S. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stephen C. Robinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Lauren E. Seeger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

New York Community Bancorp, Inc.

Meeting Date: 06/01/2022

Country: USA

Ticker: NYCB

Record Date: 04/05/2022

Meeting Type: Annual

Primary Security ID: 649445103

Shares Voted: 96,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Marshall J. Lux | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ronald A. Rosenfeld | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Lawrence J. Savarese | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Act by Written Consent | Mgmt | For | For | For |
| 5 | Declassify the Board of Directors | SH | None | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |

NXP Semiconductors N.V.

Meeting Date: 06/01/2022

Country: Netherlands

Ticker: NXPI

Record Date: 05/04/2022

Meeting Type: Annual

Primary Security ID: N6596X109

Shares Voted: 14,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Discharge of Board Members | Mgmt | For | For | For |
| 3a | Reelect Kurt Sievers as Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 3b | Reelect Peter Bonfield as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 3c | Reelect Annette Clayton as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 3d | Reelect Anthony Foxx as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |

NXP Semiconductors N.V.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3e | Elect Chunyuan Gu as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 3f | Reelect Lena Olving as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 3g | Reelect Julie Southern as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 3h | Reelect Jasmin Staiblin as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 3i | Reelect Gregory Summe as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 3j | Reelect Karl-Henrik Sundstrom as Non-Executive Director | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 4 | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.</i> | | | | |
| 5 | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.</i> | | | | |
| 6 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 7 | Approve Cancellation of Ordinary Shares | Mgmt | For | For | For |
| 8 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Penumbra, Inc.

Meeting Date: 06/01/2022

Country: USA

Ticker: PEN

Record Date: 04/08/2022

Meeting Type: Annual

Primary Security ID: 70975L107

Shares Voted: 7,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Don Kassing | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for director nominees Don Kassing, Janet Leeds, and Thomas Wilder III given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | |

Penumbra, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Thomas Wilder | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for director nominees Don Kassing, Janet Leeds, and Thomas Wilder III given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 1.3 | Elect Director Janet Leeds | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for director nominees Don Kassing, Janet Leeds, and Thomas Wilder III given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| <i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i> | | | | | |

SEI Investments Company

Meeting Date: 06/01/2022 **Country:** USA **Ticker:** SEIC
Record Date: 03/25/2022 **Meeting Type:** Annual
Primary Security ID: 784117103

Shares Voted: 22,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alfred P. West, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director William M. Doran | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Jonathan A. Brassington | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

SL Green Realty Corp.

Meeting Date: 06/01/2022 **Country:** USA **Ticker:** SLG
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 78440X887

Shares Voted: 14,378

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director John H. Alschuler | Mgmt | For | For | For |

SL Green Realty Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edwin Burton III, Lauren Dillard, and John Levy are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Betsy S. Atkins | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edwin Burton III, Lauren Dillard, and John Levy are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Carol N. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edwin Burton III, Lauren Dillard, and John Levy are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Edwin T. Burton, III | Mgmt | For | For | For |
| 1e | Elect Director Lauren B. Dillard | Mgmt | For | For | For |
| 1f | Elect Director Stephen L. Green | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edwin Burton III, Lauren Dillard, and John Levy are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Craig M. Hatkoff | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edwin Burton III, Lauren Dillard, and John Levy are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Marc Holliday | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edwin Burton III, Lauren Dillard, and John Levy are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director John S. Levy | Mgmt | For | For | For |
| 1j | Elect Director Andrew W. Mathias | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent compensation committee members Edwin Burton III, Lauren Dillard, and John Levy are warranted for insufficient responsiveness to last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the committee demonstrated only limited responsiveness, providing no commitment to avoid granting discretionary awards - the primary concern expressed by shareholders. Further concerns are raised by the pay program for the year in review. Although the LTI was majority performance-based, half of granted performance units are earned based on a single annual performance period, albeit subject to a multiyear modifier, while the other half are earned based on relative TSR metrics which target merely median performance and lack any vesting cap should absolute TSR be negative. Metric targets were lowered without concurrent reductions in payout opportunities in both the annual and long-term incentives, resulting in FY21 performance achieved above target.</i> | | | | |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

Ulta Beauty, Inc.

Meeting Date: 06/01/2022

Country: USA

Ticker: ULTA

Record Date: 04/04/2022

Meeting Type: Annual

Primary Security ID: 903845303

Ulta Beauty, Inc.

Shares Voted: 3,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kelly E. Garcia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael R. MacDonald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Gisel Ruiz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Walmart Inc.

Meeting Date: 06/01/2022

Country: USA

Ticker: WMT

Record Date: 04/08/2022

Meeting Type: Annual

Primary Security ID: 931142103

Shares Voted: 82,293

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Cesar Conde | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Timothy P. Flynn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Sarah J. Friar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Carla A. Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas W. Horton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Marissa A. Mayer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director C. Douglas McMillon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Gregory B. Penner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Randall L. Stephenson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Walmart Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1j | Elect Director S. Robson Walton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Steuart L. Walton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Report on Animal Welfare Policies and Practices in Food Supply Chain | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional disclosure about steps the company is taking to mitigate risks related to animal welfare in its pork supply chain.</i> | | | | |
| 5 | Create a Pandemic Workforce Advisory Council | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted due to controversies related to employees' health and safety concerns during the COVID-19 pandemic, and an apparent lack of sufficient management and board oversight. It may also help the company address the transition to COVID-19 being endemic.</i> | | | | |
| 6 | Report on Impacts of Restrictive Reproductive Healthcare Legislation | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i> | | | | |
| 7 | Report on Alignment of Racial Justice Goals and Starting Wages | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from further disclosure on how the company's hourly wages align with its commitments to diversity, equality, and racial justice, particularly given the significant controversies and related risks.</i> | | | | |
| 8 | Report on a Civil Rights and Non-Discrimination Audit | SH | Against | Against | Against |
| 9 | Report on Charitable Contributions | SH | Against | Against | Against |
| 10 | Report on Lobbying Payments and Policy | SH | Against | Against | Against |

Williams-Sonoma, Inc.

Meeting Date: 06/01/2022

Country: USA

Ticker: WSM

Record Date: 04/06/2022

Meeting Type: Annual

Primary Security ID: 969904101

Shares Voted: 15,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Laura Alber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Esi Eggleston Bracey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Williams-Sonoma, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Scott Dahnke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Anne Finucane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Paula Pretlow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director William Ready | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Frits van Paasschen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Allegion Plc

Meeting Date: 06/02/2022 **Country:** Ireland **Ticker:** ALLE
Record Date: 04/07/2022 **Meeting Type:** Annual
Primary Security ID: G0176J109

Shares Voted: 5,182

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kirk S. Hachigian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Steven C. Mizell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Nicole Parent Haughey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lauren B. Peters | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director David D. Petratis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Dean I. Schaffer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Dev Vardhan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Martin E. Welch, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Allegion Plc

| 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 | Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |
| 5 | Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | | |

EMCOR Group, Inc.

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** EME
Record Date: 04/05/2022 **Meeting Type:** Annual
Primary Security ID: 29084Q100

Shares Voted: 11,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director John W. Altmeyer | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Anthony J. Guzzi | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Ronald L. Johnson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1d | Elect Director David H. Laidley | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1e | Elect Director Carol P. Lowe | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1f | Elect Director M. Kevin McEvoy | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1g | Elect Director William P. Reid | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1h | Elect Director Steven B. Schwarzwaelder | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1i | Elect Director Robin Walker-Lee | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

EMCOR Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.

EPAM Systems, Inc.

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** EPAM
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 29414B104

Shares Voted: 3,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Richard Michael Mayoras | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Karl Robb | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director Helen Shan | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 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 | Amend Non-Employee Director Omnibus Stock Plan | Mgmt | For | For | For |

GameStop Corp.

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** GME
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: 36467W109

Shares Voted: 12,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Matthew Furlong | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.2 | Elect Director Alain (Alan) Attal | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1.3 | Elect Director Lawrence (Larry) Cheng | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

GameStop Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Ryan Cohen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director James (Jim) Grube | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Yang Xu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Approve Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; and - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary).</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 5 | Increase Authorized Common Stock | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the company is proposing to increase the number of authorized shares of common stock to help facilitate a stock split, it has not disclosed the stock split ratio it plans to adopt, which makes it difficult for shareholders to assess the reasonableness of the proposed increase.</i> | | | | |

Gartner, Inc.

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** IT
Record Date: 04/07/2022 **Meeting Type:** Annual
Primary Security ID: 366651107

Shares Voted: 4,750

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peter E. Bisson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Richard J. Bressler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Raul E. Cesan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Karen E. Dykstra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Diana S. Ferguson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Anne Sutherland Fuchs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Gartner, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director William O. Grabe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Eugene A. Hall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stephen G. Pagliuca | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Eileen M. Serra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director James C. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Globus Medical, Inc.

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** GMED
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 379577208

Shares Voted: 16,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director David C. Paul | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for director nominee David Paul for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Daniel T. Lemaitre | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for director nominee David Paul for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ann D. Rhoads | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for director nominee David Paul for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan permits repricing and/or exchange of grants without shareholder approval (overriding factor); * The plan permits cash buyout of awards without shareholder approval (overriding factor); * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Globus Medical, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Voter Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

Navient Corporation

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** NAVI
Record Date: 04/14/2022 **Meeting Type:** Annual
Primary Security ID: 63938C108

Shares Voted: 38,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Frederick Arnold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1b | Elect Director Edward J. Bramson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1c | Elect Director Anna Escobedo Cabral | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1d | Elect Director Larry A. Klane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1e | Elect Director Michael A. Lawson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1f | Elect Director Linda A. Mills | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1g | Elect Director John (Jack) F. Remondi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jane J. Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1i | Elect Director Laura S. Unger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 1j | Elect Director David L. Yowan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR all director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Meeting Date: 06/02/2022

Country: USA

Ticker: NFLX

Record Date: 04/04/2022

Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 25,821

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Timothy Haley | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.</i> | | | | |
| 1b | Elect Director Leslie Kilgore | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.</i> | | | | |
| 1c | Elect Director Strive Masiyiwa | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.</i> | | | | |
| 1d | Elect Director Ann Mather | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.</i> | | | | |
| 2 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 3 | Eliminate Supermajority Voting Provisions | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i> | | | | |
| 4 | Provide Right to Call Special Meeting | Mgmt | For | For | For |
| | <i>Voter Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Therefore, a vote FOR this proposal is warranted as it represents an enhancement to shareholders' rights.</i> | | | | |
| 5 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 6 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Despite several consecutive years of relatively low support for this proposal, the compensation committee has again failed to demonstrate meaningful responsiveness to shareholders' concerns. In addition, there are ongoing significant concerns regarding NEO pay structure. Pay almost entirely consists of base salaries and grants of fully-vested option awards, the specific allocation of which is at the individual's election, resulting in excessive base salaries for certain NEOs. Further, the lack of time- or performance-vesting incentives eliminates at-risk pay and diminishes the incentive value of compensation.</i> | | | | |
| 7 | Adopt Simple Majority Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholders' rights.</i> | | | | |

Netflix, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 8 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i> | | | | | |

Nu Skin Enterprises, Inc.

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** NUS
Record Date: 04/05/2022 **Meeting Type:** Annual
Primary Security ID: 67018T105

Shares Voted: 10,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Emma S. Battle | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Daniel W. Campbell | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Andrew D. Lipman | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1d | Elect Director Steven J. Lund | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1e | Elect Director Ryan S. Napierski | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1f | Elect Director Laura Nathanson | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1g | Elect Director Thomas R. Pisano | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1h | Elect Director Zheqing (Simon) Shen | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1i | Elect Director Edwina D. Woodbury | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

NVIDIA Corporation

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** NVDA
Record Date: 04/04/2022 **Meeting Type:** Annual
Primary Security ID: 67066G104

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|------------------------|--|------------------|-----------------|--------------------------|-------------------------|
| 1a | Elect Director Robert K. Burgess | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Tench Coxe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John O. Dabiri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Persis S. Drell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jen-Hsun Huang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Dawn Hudson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Harvey C. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael G. McCaffery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stephen C. Neal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Mark L. Perry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director A. Brooke Seawell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Aarti Shah | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Mark A. Stevens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Increase Authorized Common Stock | Mgmt | For | For | For |
| 5 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

PayPal Holdings, Inc.

Meeting Date: 06/02/2022

Country: USA

Ticker: PYPL

Record Date: 04/05/2022

Meeting Type: Annual

Primary Security ID: 70450Y103

Shares Voted: 67,698

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Rodney C. Adkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Jonathan Christodoro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director John J. Donahoe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director David W. Dorman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Belinda J. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Enrique Lores | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Gail J. McGovern | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Deborah M. Messemer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director David M. Moffett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Ann M. Sarnoff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Daniel H. Schulman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Frank D. Yeary | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.

Royal Caribbean Cruises Ltd.

Meeting Date: 06/02/2022

Country: Liberia

Ticker: RCL

Record Date: 04/07/2022

Meeting Type: Annual

Primary Security ID: V7780T103

Shares Voted: 13,050

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director John F. Brock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Richard D. Fain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Stephen R. Howe, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director William L. Kimsey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Michael O. Leavitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jason T. Liberty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Amy McPherson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Maritza G. Montiel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Ann S. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Eyal M. Ofer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director William K. Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Vagn O. Sorensen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Donald Thompson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1n | Elect Director Arne Alexander Wilhelmsen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. While target incentive awards are largely based on objective performance criteria, certain NEOs received excessive one-time equity awards. Particularly given the size of the awards as compared to their normal compensation, the payment of special awards in addition to previously disclosed adjustments to multiple PSU performance cycles severely weakens the link between pay and performance.</i> | | | | |

Royal Caribbean Cruises Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

Sitime Corporation

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** SITM
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: 82982T106

Shares Voted: 3,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Raman K. Chitkara | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for director nominees Rajesh Vashist, Raman Chitkara, and Katherine Schuelke given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 1.2 | Elect Director Katherine E. Schuelke | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for director nominees Rajesh Vashist, Raman Chitkara, and Katherine Schuelke given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 1.3 | Elect Director Rajesh Vashist | Mgmt | For | Refer | Withhold |
| <i>Voter Rationale: WITHHOLD votes are warranted for director nominees Rajesh Vashist, Raman Chitkara, and Katherine Schuelke given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| <i>Voter Rationale: Disclosure of metrics under both incentive programs was poor. Performance-based equity awards utilize a single annual incentive period, and the CEO received an award of significant magnitude without compelling rationale.</i> | | | | | |
| 3 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |
| <i>Voter Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i> | | | | | |
| 4 | Ratify BDO USA, LLP as Auditors | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | | |

SunRun Inc.

Meeting Date: 06/02/2022 **Country:** USA **Ticker:** RUN
Record Date: 04/07/2022 **Meeting Type:** Annual
Primary Security ID: 86771W105

Shares Voted: 42,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Lynn Jurich | Mgmt | For | Refer | Withhold |

SunRun Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula Talreja is warranted.</i> | | | | |
| 1.2 | Elect Director Alan Ferber | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula Talreja is warranted.</i> | | | | |
| 1.3 | Elect Director Manjula Talreja | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula Talreja is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Although the new CEO received a significant amount of equity awards and bonuses in the past fiscal year, it included several sign-on awards that are not expected to be recurring. Furthermore, pay and performance appear reasonably aligned at this time.</i> | | | | |
| 4 | Report on Risks Associated with Use of Concealment Clauses | SH | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. The board supports the proposal and states that its practice is consistent with the spirit of this proposal.</i> | | | | |

Trane Technologies Plc

Meeting Date: 06/02/2022 **Country:** Ireland **Ticker:** TT
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: G8994E103

Shares Voted: 13,548

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kirk E. Arnold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ann C. Berzin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director April Miller Boise | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John Bruton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jared L. Cohon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Trane Technologies Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1f | Elect Director Gary D. Forsee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Linda P. Hudson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Myles P. Lee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director David S. Regnery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director John P. Surma | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Tony L. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4 | Authorize Issue of Equity | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 5 | Authorize Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 6 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |

Yelp Inc.

Meeting Date: 06/02/2022

Country: USA

Ticker: YELP

Record Date: 04/04/2022

Meeting Type: Annual

Primary Security ID: 985817105

Shares Voted: 14,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Fred D. Anderson, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Robert Gibbs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director George Hu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Yelp Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Sharon Rothstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Jeremy Stoppelman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Chris Terrill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Tony Wells | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Digital Realty Trust, Inc.

Meeting Date: 06/03/2022

Country: USA

Ticker: DLR

Record Date: 04/06/2022

Meeting Type: Annual

Primary Security ID: 253868103

Shares Voted: 16,550

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Laurence A. Chapman | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Alexis Black Bjorlin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director VeraLinn "Dash" Jamieson | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Kevin J. Kennedy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director William G. LaPerch | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Digital Realty Trust, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Jean F.H.P. Mandeville | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Afshin Mohebbi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Mark R. Patterson | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Mary Hogan Preusse | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director Dennis E. Singleton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1k | Elect Director A. William Stein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote AGAINST Kevin Kennedy is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote AGAINST Laurence Chapman, Mary Hogan Preusse, VeraLinn (Dash) Jamieson, William LaPerch and Mark Patterson is warranted for a material governance failure. The company's governing documents restrict shareholders ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, annual incentives were primarily based on pre-set objective targets and a majority of the long-term incentives are performance contingent.</i> | | | | |
| 4 | Report on Risks Associated with Use of Concealment Clauses | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.</i> | | | | |

Omega Healthcare Investors, Inc.

Meeting Date: 06/03/2022

Country: USA

Ticker: OHI

Record Date: 04/06/2022

Meeting Type: Annual

Primary Security ID: 681936100

Omega Healthcare Investors, Inc.

Shares Voted: 48,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kapila K. Anand | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Craig R. Callen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Lisa C. Egbuonu-Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Barbara B. Hill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Kevin J. Jacobs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director C. Taylor Pickett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Stephen D. Plavin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Burke W. Whitman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Grocery Outlet Holding Corp.

Meeting Date: 06/06/2022

Country: USA

Ticker: GO

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 39874R101

Shares Voted: 18,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Carey F. Jaros | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Eric J. Lindberg, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Norman S. Matthews | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Grocery Outlet Holding Corp.

| 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 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 5 | Declassify the Board of Directors | Mgmt | For | For | For |

Voter Rationale: New Mexico favours unclassified board of directors.

UnitedHealth Group Incorporated

Meeting Date: 06/06/2022 **Country:** USA **Ticker:** UNH
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: 91324P102

Shares Voted: 54,720

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Timothy P. Flynn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Paul R. Garcia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Stephen J. Hemsley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Michele J. Hooper | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director F. William McNabb, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Valerie C. Montgomery Rice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director John H. Noseworthy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Andrew Witty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | SH | Against | For | For |

Voter Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.

UnitedHealth Group Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---|-----------|----------|-------------------|------------------|
| 5 | Report on Congruency of Political Spending with Company Values and Priorities | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i></p> | | | | | |

Watsco, Inc.

Meeting Date: 06/06/2022 **Country:** USA **Ticker:** WSO
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: 942622200

Shares Voted: 6,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Bob L. Moss | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.2 | Elect Director John A. Macdonald | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Steven (Slava) Rubin | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Antero Midstream Corporation

Meeting Date: 06/07/2022 **Country:** USA **Ticker:** AM
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 03676B102

Shares Voted: 59,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|-------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Paul M. Rady | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Paul Rady and David Keyte given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for nominating committee member David Keyte for failing to establish racial or ethnic diversity on the board.</i></p> | | | | | |
| 1.2 | Elect Director David H. Keyte | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Paul Rady and David Keyte given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for nominating committee member David Keyte for failing to establish racial or ethnic diversity on the board.</i></p> | | | | | |

Antero Midstream Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i> | | | | |

Cognizant Technology Solutions Corporation

Meeting Date: 06/07/2022 **Country:** USA **Ticker:** CTSH
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 192446102

Shares Voted: 30,578

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Zein Abdalla | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Vinita Bali | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Maureen Breakiron-Evans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Archana Deskus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director John M. Dineen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Brian Humphries | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Leo S. Mackay, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael Patsalos-Fox | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Stephen J. Rohleder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Joseph M. Velli | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Sandra S. Wijnberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Cognizant Technology Solutions Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Amend Governing Documents Regarding Requirements to Call for a Special Meeting | SH | Against | Against | Against |

Enovis Corporation

Meeting Date: 06/07/2022 **Country:** USA **Ticker:** ENOV
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 194014502

Shares Voted: 9,333

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mitchell P. Rales | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Matthew L. Trerotola | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Barbara W. Bodem | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Liam J. Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Angela S. Lalor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Philip A. Okala | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Christine Ortiz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director A. Clayton Perfall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Brady Shirley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Rajiv Vinnakota | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Sharon Wienbar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

Fortive Corporation

Meeting Date: 06/07/2022

Country: USA

Ticker: FTV

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 34959J108

Shares Voted: 20,811

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Daniel L. Comas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Sharmistha Dubey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Rejji P. Hayes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Wright Lassiter, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director James A. Lico | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Kate D. Mitchell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jeannine Sargent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Alan G. Spoon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Eliminate Supermajority Vote Requirements | Mgmt | For | For | For |
| 5 | Adopt Simple Majority Vote | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 4 is not approved this year.</i> | | | | |

Organon & Co.

Meeting Date: 06/07/2022

Country: USA

Ticker: OGN

Record Date: 04/08/2022

Meeting Type: Annual

Primary Security ID: 68622V106

Shares Voted: 14,768

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robert A. Essner | Mgmt | For | For | For |

Organon & Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Shelly Lazarus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cynthia M. Patton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Grace Puma | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

Penn National Gaming, Inc.

Meeting Date: 06/07/2022 **Country:** USA **Ticker:** PENN
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: 707569109

Shares Voted: 9,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Barbara Shattuck Kohn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Ronald J. Naples | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Saul V. Reibstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The CEO received a significant increase in his base pay and target annual incentive opportunity and the long-term incentive continues to utilize annual performance periods with overlapping metrics, raising concerns regarding doubled rewards for the same performance that are heightened by maximum payouts for the FY21 performance period under both incentive programs. Further, the magnitude of the CEO's special equity award is excessive.</i> | | | | |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

The TJX Companies, Inc.

Meeting Date: 06/07/2022 **Country:** USA **Ticker:** TJX
Record Date: 04/08/2022 **Meeting Type:** Annual
Primary Security ID: 872540109

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jose B. Alvarez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Alan M. Bennett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Rosemary T. Berkery | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director David T. Ching | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director C. Kim Goodwin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Ernie Herrman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Michael F. Hines | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Amy B. Lane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Carol Meyrowitz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Jackwyn L. Nemerov | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director John F. O'Brien | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST the proposal is warranted. A significant increase in reported CEO pay was driven by discretionary adjustments to multiple cycles of previously granted PSUs, and concerns regarding the \$9.4 million in incremental value attributed to the 2019-2021 PSU adjustment are compounded by the additional \$2.7 million in value related to the adjustment of the 2020-2022 PSUs. Investors generally do not view the modification of previously granted incentive awards to be an appropriate response to the pandemic and may be particularly concerned by consecutive adjustments that increased payouts. Further, annual incentive awards were earned near maximum and a significant portion of payouts were determined based on the compensation committee's subjective assessment of performance.</i> | | | | |
| 5 | Report on Assessing Due Diligence on Human Rights in Supply Chain | SH | Against | Against | Against |
| 6 | Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.</i> | | | | |

The TJX Companies, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 7 | Report on Risk Due to Restrictions on Reproductive Rights | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i></p> | | | | | |
| 8 | Adopt Paid Sick Leave Policy for All Associates | SH | Against | Against | Against |

Urban Outfitters, Inc.

Meeting Date: 06/07/2022 **Country:** USA **Ticker:** URBN
Record Date: 04/01/2022 **Meeting Type:** Annual
Primary Security ID: 917047102

Shares Voted: 14,235

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Edward N. Antoian | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.2 | Elect Director Kelly Campbell | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Harry S. Cherken, Jr. | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.4 | Elect Director Mary C. Egan | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.5 | Elect Director Margaret A. Hayne | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.6 | Elect Director Richard A. Hayne | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.7 | Elect Director Amin N. Maredia | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.8 | Elect Director Wesley S. McDonald | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.9 | Elect Director Todd R. Morgenfeld | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.10 | Elect Director John C. Mulliken | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Urban Outfitters, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 5 | Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would give shareholders more information on the risks associated with this misclassification.</i></p> | | | | | |

American Airlines Group Inc.

Meeting Date: 06/08/2022 **Country:** USA **Ticker:** AAL
Record Date: 04/12/2022 **Meeting Type:** Annual
Primary Security ID: 02376R102

Shares Voted: 37,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|------------------------------------|-----------|----------|-------------------|------------------|
| 1A | Elect Director James F. Albaugh | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1B | Elect Director Jeffrey D. Benjamin | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1C | Elect Director Adriane M. Brown | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1D | Elect Director John T. Cahill | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1E | Elect Director Michael J. Embler | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1F | Elect Director Matthew J. Hart | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1G | Elect Director Robert D. Isom | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1H | Elect Director Susan D. Kronick | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1I | Elect Director Martin H. Nesbitt | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1J | Elect Director Denise O'Leary | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1K | Elect Director W. Douglas Parker | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1L | Elect Director Ray M. Robinson | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |

American Airlines Group Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1M | Elect Director Gregory D. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1N | Elect Director Douglas M. Steenland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirement to Amend Bylaws | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i> | | | | |
| 5 | Eliminate Supermajority Vote Requirement to Amend All Other Provisions of the Certificate of Incorporation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i> | | | | |
| 6 | Approve Tax Benefit Preservation Plan | Mgmt | For | For | For |
| 7 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.</i> | | | | |

American Eagle Outfitters, Inc.

Meeting Date: 06/08/2022 **Country:** USA **Ticker:** AEO
Record Date: 04/14/2022 **Meeting Type:** Annual
Primary Security ID: 02553E106

Shares Voted: 31,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Deborah A. Henretta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Cary D. McMillan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Brighthouse Financial, Inc.

Meeting Date: 06/08/2022 **Country:** USA **Ticker:** BHF
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 10922N103

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Irene Chang Britt | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director C. Edward (Chuck) Chaplin | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Stephen C. (Steve) Hooley | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Carol D. Juel | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Eileen A. Mallesch | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Diane E. Offereins | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Patrick J. (Pat) Shouvlín | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Eric T. Steigerwalt | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Paul M. Wetzel | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for governance committee members Irene Britt, Eileen Mallesch, Diane Offereins, and Paul Wetzel given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Brighthouse Financial, 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 |

Voter Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.

Caterpillar Inc.

Meeting Date: 06/08/2022 **Country:** USA **Ticker:** CAT
Record Date: 04/13/2022 **Meeting Type:** Annual
Primary Security ID: 149123101

Shares Voted: 31,502

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kelly A. Ayotte | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.2 | Elect Director David L. Calhoun | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.3 | Elect Director Daniel M. Dickinson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.4 | Elect Director Gerald Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.5 | Elect Director David W. MacLennan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.6 | Elect Director Debra L. Reed-Klages | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.7 | Elect Director Edward B. Rust, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.8 | Elect Director Susan C. Schwab | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.9 | Elect Director D. James Umpleby, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.10 | Elect Director Rayford Wilkins, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Long-Term Greenhouse Gas Targets Aligned with Paris Agreement | SH | For | For | For |

Caterpillar Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 5 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying and board oversight would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p> | | | | | |
| 6 | Report on Risks of Doing Business in Conflict-Affected Areas | SH | Against | Against | Against |
| 7 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p> | | | | | |

Devon Energy Corporation

Meeting Date: 06/08/2022 **Country:** USA **Ticker:** DVN
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 25179M103

Shares Voted: 36,585

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Barbara M. Baumann | Mgmt | For | For | For |
| <p><i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i></p> | | | | | |
| 1.2 | Elect Director John E. Bethancourt | Mgmt | For | For | For |
| <p><i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Ann G. Fox | Mgmt | For | For | For |
| <p><i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i></p> | | | | | |
| 1.4 | Elect Director David A. Hager | Mgmt | For | For | For |
| <p><i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i></p> | | | | | |
| 1.5 | Elect Director Kelt Kindick | Mgmt | For | For | For |
| <p><i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i></p> | | | | | |
| 1.6 | Elect Director John Krenicki, Jr. | Mgmt | For | For | For |
| <p><i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i></p> | | | | | |
| 1.7 | Elect Director Karl F. Kurz | Mgmt | For | For | For |
| <p><i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i></p> | | | | | |

Devon Energy Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director Robert A. Mosbacher, Jr. | Mgmt | For | For | For |
| <i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i> | | | | | |
| 1.9 | Elect Director Richard E. Muncrief | Mgmt | For | For | For |
| <i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i> | | | | | |
| 1.10 | Elect Director Duane C. Radtke | Mgmt | For | For | For |
| <i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i> | | | | | |
| 1.11 | Elect Director Valerie M. Williams | Mgmt | For | For | For |
| <i>Voter Rationale: Votes FOR Directors Hager and Kindick are warranted, with caution, as the company could take some additional steps that would be constructive in terms of better managing climate-related risks. A vote FOR all the other director nominees is warranted.</i> | | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

eBay, Inc.

Meeting Date: 06/08/2022 **Country:** USA **Ticker:** EBAY
Record Date: 04/12/2022 **Meeting Type:** Annual
Primary Security ID: 278642103

Shares Voted: 36,398

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Adriane M. Brown | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Logan D. Green | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director E. Carol Hayles | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1d | Elect Director Jamie Iannone | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1e | Elect Director Kathleen C. Mitic | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1f | Elect Director Paul S. Pressler | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

eBay, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1g | Elect Director Mohak Shroff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert H. Swan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Perry M. Traquina | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.</i> | | | | |

Hasbro, Inc.

Meeting Date: 06/08/2022

Country: USA

Ticker: HAS

Record Date: 04/12/2022

Meeting Type: Proxy Contest

Primary Security ID: 418056107

Shares Voted: 7,509

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Management Proxy (White Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director Kenneth A. Bronfin | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael R. Burns | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Hope F. Cochran | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|------------------------|--|------------------|-----------------|--------------------------|-------------------------|
| 1.4 | Elect Director Christian P. Cocks | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Lisa Gersh | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Elizabeth Hamren | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Blake Jorgensen | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Tracy A. Leinbach | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Edward M. Philip | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Laurel J. Richie | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.11 | Elect Director Richard S. Stoddart | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Mary Beth West | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 1.13 | Elect Director Linda Zecher Higgins | Mgmt | For | Refer | For |
| | <i>Voter Rationale: At the current juncture, although there is a limited case for change, the downside risk of all three dissident nominees getting elected outweighs the upside of potentially strengthening the capital allocation expertise with one replacement. Given these considerations, withholding on the longest-tenured director would serve as a way for shareholders to signal their displeasure with the pace of refreshment and possibly add weight to the new voices on the board. As such, shareholders are recommended to WITHHOLD votes for incumbent director Edward Philip on the management card. Support FOR the remaining management nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned and no problematic pay practices are identified. Annual incentives are determined primarily based on objective financial performance, and the company has disclosed that it will return to granting equity awards 50 percent in performance shares for 2022.</i> | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| | Dissident Proxy (Gold Proxy Card) | Mgmt | | | |
| 1.1 | Elect Director Marcelo Fischer | SH | For | Refer | Do Not Vote |
| 1.2 | Management Nominee Kenneth A. Bronfin | SH | For | Refer | Do Not Vote |
| 1.3 | Management Nominee Michael R. Burns | SH | For | Refer | Do Not Vote |
| 1.4 | Management Nominee Hope F. Cochran | SH | For | Refer | Do Not Vote |
| 1.5 | Management Nominee Christian P. Cocks | SH | For | Refer | Do Not Vote |
| 1.6 | Management Nominee Lisa Gersh | SH | For | Refer | Do Not Vote |
| 1.7 | Management Nominee Elizabeth Hamren | SH | For | Refer | Do Not Vote |
| 1.8 | Management Nominee Blake Jorgensen | SH | For | Refer | Do Not Vote |
| 1.9 | Management Nominee Tracy A. Leinbach | SH | For | Refer | Do Not Vote |
| 1.10 | Management Nominee Laurel J. Richie | SH | For | Refer | Do Not Vote |
| 1.11 | Management Nominee Richard S. Stoddart | SH | For | Refer | Do Not Vote |

Hasbro, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.12 | Management Nominee Mary Beth West | SH | For | Refer | Do Not Vote |
| 1.13 | Management Nominee Linda Zecher Higgins | SH | For | Refer | Do Not Vote |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | Against | Refer | Do Not Vote |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | None | Refer | Do Not Vote |

HF Sinclair Corporation

Meeting Date: 06/08/2022 **Country:** USA **Ticker:** DINO
Record Date: 04/14/2022 **Meeting Type:** Annual
Primary Security ID: 403949100

Shares Voted: 30,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Anne-Marie N. Ainsworth | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Anna C. Catalano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Leldon E. Echols | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Manuel J. Fernandez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Michael C. Jennings | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director R. Craig Knocke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Robert J. Kostelnik | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director James H. Lee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Ross B. Matthews | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Franklin Myers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Norman J. Szydowski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

HF Sinclair 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 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance the unaffiliated shareholders' ability to make use of the right.

Light & Wonder, Inc.

Meeting Date: 06/08/2022 **Country:** USA **Ticker:** LNW
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 80874P109

Shares Voted: 19,865

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Jamie R. Odell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.2 | Elect Director Barry L. Cottle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.3 | Elect Director Antonia Korsanos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.4 | Elect Director Hamish R. McLennan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.5 | Elect Director Michael J. Regan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.6 | Elect Director Virginia E. Shanks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.7 | Elect Director Timothy Throsby | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.8 | Elect Director Maria T. Vullo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.9 | Elect Director Kneeland C. Youngblood | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

MarketAxess Holdings Inc.

Meeting Date: 06/08/2022

Country: USA

Ticker: MKTX

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 57060D108

Shares Voted: 2,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Richard M. McVey <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1b | Elect Director Nancy Altobello <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1c | Elect Director Steven L. Begleiter <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1d | Elect Director Stephen P. Casper <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1e | Elect Director Jane Chwick <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1f | Elect Director Christopher R. Concannon <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1g | Elect Director William F. Cruger <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1h | Elect Director Kourtney Gibson <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1i | Elect Director Justin G. Gmelich <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1j | Elect Director Richard G. Ketchum <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1k | Elect Director Xiaojia Charles Li <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1l | Elect Director Emily H. Portney <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | Mgmt | For | For | For |
| 1m | Elect Director Richard L. Prager <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | 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 |

Match Group, Inc.

Meeting Date: 06/08/2022

Country: USA

Ticker: MTCH

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 57667L107

Shares Voted: 16,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Stephen Bailey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Melissa Brenner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Alan G. Spoon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

Qualys, Inc.

Meeting Date: 06/08/2022

Country: USA

Ticker: QLYS

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 74758T303

Shares Voted: 7,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Sandra E. Bergeron | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kristi M. Rogers | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Grant Thornton 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 |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors:- The equity program is estimated to be excessively dilutive (overriding factor);- The plan cost is excessive;- The estimated duration of available and proposed shares exceeds six years;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and- The plan allows broad discretion to accelerate vesting.</i> | | | | |
| 5 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

Science Applications International Corporation

Meeting Date: 06/08/2022

Country: USA

Ticker: SAIC

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 808625107

Shares Voted: 12,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Robert A. Bedingfield | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Carol A. Goode | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Garth N. Graham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director John J. Hamre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Yvette M. Kanouff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Nazzic S. Keene | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Timothy J. Mayopoulos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Katharina G. McFarland | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Milford W. McGuirt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Donna S. Morea | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Steven R. Shane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Target Corporation

Meeting Date: 06/08/2022

Country: USA

Ticker: TGT

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 87612E106

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director David P. Abney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Douglas M. Baker, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director George S. Barrett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Gail K. Boudreaux | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Brian C. Cornell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Robert L. Edwards | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Melanie L. Healey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Donald R. Knauss | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Christine A. Leahy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Monica C. Lozano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Derica W. Rice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Dmitri L. Stockton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Amend Proxy Access Right | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i> | | | | |

Willis Towers Watson Public Limited Company

Meeting Date: 06/08/2022

Country: Ireland

Ticker: WTW

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: G96629103

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Dame Inga Beale | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Fumbi Chima | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michael Hammond | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Carl Hess | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Brendan O'Neill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Linda Rabbitt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Paul Reilly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michelle Swanback | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Paul Thomas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Renew the Board's Authority to Issue Shares Under Irish Law | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 5 | Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 6 | Approve Reduction and Cancellation of Share Premium Account | Mgmt | For | For | For |
| 7 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

Alleghany Corporation

Meeting Date: 06/09/2022

Country: USA

Ticker: Y

Record Date: 04/28/2022

Meeting Type: Special

Primary Security ID: 017175100

Shares Voted: 2,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Despite the limited sales process, the merger consideration represents a 24.8 percent premium at announcement and a 16 percent premium to the company's 52-week high prior to the announcement. Additionally, the all-cash consideration provides shareholders with liquidity and certainty of value, and there is downside risk of non-approval, evidenced by outperformance relative to industry and market indices since the announcement.</i> | | | | |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | Against |
| | <i>Voter Rationale: There are concerns around severance, tax gross-ups, and equity award treatment. Although NEOs' potential cash severance amounts are not excessive, they represent a recent enhancement as NEOs previously were not entitled to change-in-control severance. Further, two NEOs are estimated to receive problematic excise tax gross-ups, also the result of a recent agreement. Lastly, NEOs' outstanding performance equity awards will convert at an assumed maximum performance level, without compelling rationale disclosed in the proxy. In light of these concerns, a vote AGAINST this proposal is warranted.</i> | | | | |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i> | | | | |

Amedisys, Inc.

Meeting Date: 06/09/2022

Country: USA

Ticker: AMED

Record Date: 04/14/2022

Meeting Type: Annual

Primary Security ID: 023436108

Shares Voted: 6,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1A | Elect Director Vickie L. Capps | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1B | Elect Director Molly J. Coye | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1C | Elect Director Christopher T. Gerard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1D | Elect Director Julie D. Klapstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1E | Elect Director Teresa L. Kline | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1F | Elect Director Paul B. Kusserow | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1G | Elect Director Bruce D. Perkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |

Amedisys, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1H | Elect Director Jeffrey A. Rideout | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1I | Elect Director Ivanetta Davis Samuels | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Best Buy Co., Inc.

Meeting Date: 06/09/2022 **Country:** USA **Ticker:** BBY
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 086516101

Shares Voted: 12,571

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Corie S. Barry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Lisa M. Caputo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director J. Patrick Doyle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director David W. Kenny | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Mario J. Marte | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Karen A. McLoughlin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Thomas L. "Tommy" Millner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Claudia F. Munce | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Richelle P. Parham | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Steven E. Rendle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Eugene A. Woods | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Best Buy Co., Inc.

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

Blackbaud, Inc.

Meeting Date: 06/09/2022 **Country:** USA **Ticker:** BLKB
Record Date: 04/11/2022 **Meeting Type:** Annual
Primary Security ID: 09227Q100

Shares Voted: 10,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Michael P. Gianoni | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director D. Roger Nanney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Sarah E. Nash | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Booking Holdings Inc.

Meeting Date: 06/09/2022 **Country:** USA **Ticker:** BKNG
Record Date: 04/21/2022 **Meeting Type:** Annual
Primary Security ID: 09857L108

Shares Voted: 2,248

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Timothy Armstrong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Glenn D. Fogel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Mirian M. Graddick-Weir | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Wei Hopeman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Booking Holdings Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Robert J. Mylod, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Charles H. Noski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Nicholas J. Read | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Thomas E. Rothman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Sumit Singh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Lynn Vojvodich Radakovich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Vanessa A. Wittman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. Although the annual program is funded formulaically, payouts are determined primarily based on compensation committee discretion and performance factors considered by the committee appear to be highly subjective, a concern which is magnified by the CEO's high target award as a multiple of base salary. In addition, performance for the 2021 PSUs, which had larger values in light of retention concerns, are based on annually set goals and the metrics and measurement period for the first tranche were identical to the metrics and measurement period for the 2021 annual incentive awards. These concerns follow the discretionary adjustment of payouts for 2018 and 2019 PSUs, including the above-target payout of 2018 PSUs.</i> | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 4 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.</i> | | | | |
| 5 | Report on Climate Change Performance Metrics Into Executive Compensation Program | SH | Against | Against | Against |

DaVita Inc.

Meeting Date: 06/09/2022

Country: USA

Ticker: DVA

Record Date: 04/14/2022

Meeting Type: Annual

Primary Security ID: 23918K108

Shares Voted: 3,586

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Pamela M. Arway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

DaVita Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Charles G. Berg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Barbara J. Desoer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Paul J. Diaz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Jason M. Hollar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Gregory J. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director John M. Nehra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Javier J. Rodriguez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Phyllis R. Yale | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Report on Political Contributions and Expenditures | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect political contributions through all tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i> | | | | |

Diamondback Energy, Inc.

Meeting Date: 06/09/2022

Country: USA

Ticker: FANG

Record Date: 04/14/2022

Meeting Type: Annual

Primary Security ID: 25278X109

Shares Voted: 9,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Travis D. Stice | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Vincent K. Brooks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael P. Cross | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Diamondback Energy, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director David L. Houston | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Stephanie K. Mains | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Mark L. Plaumann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Melanie M. Trent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Steven E. West | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Grant Thornton LLP as Auditors | Mgmt | For | For | For |

FleetCor Technologies Inc.

Meeting Date: 06/09/2022

Country: USA

Ticker: FLT

Record Date: 04/14/2022

Meeting Type: Annual

Primary Security ID: 339041105

Shares Voted: 4,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Steven T. Stull | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Michael Buckman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ronald F. Clarke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Joseph W. Farrelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Thomas M. Hagerty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Mark A. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Archie L. Jones, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Hala G. Moddelmog | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

FleetCor Technologies Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Richard Macchia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Jeffrey S. Sloan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The compensation committee granted another front-loaded equity award to the CEO that, while conditioned upon achievement of stock price hurdles, is excessive even when annualized over the four years the award is intended to cover. The company has a history of periodic grants of excessive equity awards to the CEO, and the CEO's pay magnitude has been noted as a topic of shareholder feedback in the past. In addition, although annual and long-term incentives are sufficiently performance-based, annual LTI awards lack a long-term focus and disclosure of certain annual and LTI performance targets is lacking.</i> | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Provide Right to Act by Written Consent | Mgmt | For | For | For |
| 6 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.</i> | | | | |

Freeport-McMoRan Inc.

Meeting Date: 06/09/2022 **Country:** USA **Ticker:** FCX
Record Date: 04/12/2022 **Meeting Type:** Annual
Primary Security ID: 35671D857

Shares Voted: 85,380

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director David P. Abney | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Richard C. Adkerson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Marcela E. Donadio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Robert W. Dudley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Hugh Grant | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Lydia H. Kennard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Freeport-McMoRan Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Ryan M. Lance | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Sara Grootwassink Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Dustan E. McCoy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John J. Stephens | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Frances Fragos Townsend | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Grand Canyon Education, Inc.

Meeting Date: 06/09/2022

Country: USA

Ticker: LOPE

Record Date: 04/14/2022

Meeting Type: Annual

Primary Security ID: 38526M106

Shares Voted: 8,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Brian E. Mueller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Sara R. Dial | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jack A. Henry | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Lisa Graham Keegan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Chevy Humphrey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director David M. Adame | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Meeting Date: 06/09/2022

Country: USA

Ticker: CRM

Record Date: 04/14/2022

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 57,286

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Marc Benioff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Bret Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Laura Alber | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Craig Conway | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Parker Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Alan Hassenfeld | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Neelie Kroes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Oscar Munoz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Sanford Robertson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director John V. Roos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Robin Washington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Maynard Webb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Susan Wojcicki | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Amend Qualified 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 |

Salesforce, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 6 | Require Independent Board Chair | SH | Against | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal is warranted. The lead director is seemingly not appointed solely by the independent directors and the lead director's duties are not considered robust, which is concerning in light of the company's current three-headed leadership structure. As such, shareholders would benefit from the most robust form of independent oversight in the form of an independent chair.</i></p> | | | | | |
| 7 | Oversee and Report a Racial Equity Audit | SH | Against | Against | Against |

Semtech Corporation

Meeting Date: 06/09/2022 **Country:** USA **Ticker:** SMTC
Record Date: 04/14/2022 **Meeting Type:** Annual
Primary Security ID: 816850101

Shares Voted: 13,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Martin S.J. Burvill | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.2 | Elect Director Rodolpho C. Cardenuto | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.3 | Elect Director Bruce C. Edwards | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.4 | Elect Director Saar Gillai | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.5 | Elect Director Rockell N. Hankin | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.6 | Elect Director Ye Jane Li | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.7 | Elect Director James T. Lindstrom | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.8 | Elect Director Paula LuPriore | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.9 | Elect Director Mohan R. Maheswaran | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 1.10 | Elect Director Sylvia Summers | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR the director nominee is warranted.</i></p> | | | | | |
| 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 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

ServiceNow, Inc.

Meeting Date: 06/09/2022

Country: USA

Ticker: NOW

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: 81762P102

Shares Voted: 11,650

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Susan L. Bostrom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Teresa Briggs | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jonathan C. Chadwick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Paul E. Chamberlain | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Lawrence J. Jackson, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Frederic B. Luddy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Jeffrey A. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Joseph "Larry" Quinlan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Sukumar Rathnam | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. NEOs received sizable one-time option awards in FY21 in addition to their regular annual LTI awards. While the options maintain performance vesting conditions, the magnitude of the grants is excessive, particularly for the CEO at approximately \$200 million. The CEO's regular incentive opportunities were also increased in FY21, further compounding pay magnitude concerns. In addition, while the annual and long-term incentives are primarily performance-based for FY21, certain concerns remain regarding the lack of disclosure of performance metric achievement and the continued over-reliance on a single performance measurement period for both programs. Further, while the company provided disclosure about the rationale, the continued use of primarily one-year performance periods under the LTI program is concerning, particularly as shareholders have expressed a desire for long-term performance metrics under the program and a new three-year relative TSR metric only applies to a fraction of the annual LTI awards.</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Garmin Ltd.

Meeting Date: 06/10/2022

Country: Switzerland

Ticker: GRMN

Record Date: 04/14/2022

Meeting Type: Annual

Primary Security ID: H2906T109

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the allocation of income resolutions are warranted.</i> | | | | |
| 3 | Approve Dividends | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR the allocation of income resolutions are warranted.</i> | | | | |
| 4 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 5.1 | Elect Director Jonathan C. Burrell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 5.2 | Elect Director Joseph J. Hartnett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 5.3 | Elect Director Min H. Kao | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 5.4 | Elect Director Catherine A. Lewis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 5.5 | Elect Director Charles W. Peffer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 5.6 | Elect Director Clifton A. Pemble | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 6 | Elect Min H. Kao as Board Chairman | Mgmt | For | For | For |
| 7.1 | Appoint Jonathan C. Burrell as Member of the Compensation Committee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.</i> | | | | |
| 7.2 | Appoint Joseph J. Hartnett as Member of the Compensation Committee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.</i> | | | | |
| 7.3 | Appoint Catherine A. Lewis as Member of the Compensation Committee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.</i> | | | | |
| 7.4 | Appoint Charles W. Peffer as Member of the Compensation Committee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the election of Joseph Hartnett, Charles Peffer, Catherine Lewis, and Jonathan Burrell as members of the Compensation Committee is warranted. Lewis, Hartnett, Peffer, and Burrell are each independent outside directors and there are no governance concerns with the committee at this time.</i> | | | | |
| 8 | Designate Wuersch & Gering LLP as Independent Proxy | Mgmt | For | For | For |

Garmin Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 9 | Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor | Mgmt | For | For | For |
| 10 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 11 | Approve Fiscal Year 2023 Maximum Aggregate Compensation for the Executive Management | Mgmt | For | For | For |
| 12 | Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2022 AGM and the 2023 AGM | Mgmt | For | For | For |
| 13 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 14 | Approve Renewal of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |

Matador Resources Company

Meeting Date: 06/10/2022 **Country:** USA **Ticker:** MTDR
Record Date: 04/13/2022 **Meeting Type:** Annual
Primary Security ID: 576485205

Shares Voted: 23,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director R. Gaines Baty | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director James M. Howard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 3 | Approve Qualified Employee Stock Purchase Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/10/2022 **Country:** USA **Ticker:** REGN
Record Date: 04/12/2022 **Meeting Type:** Annual
Primary Security ID: 75886F107

Shares Voted: 6,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Bonnie L. Bassler | Mgmt | For | For | For |

Regeneron Pharmaceuticals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Michael S. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Leonard S. Schleifer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director George D. Yancopoulos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

General Motors Company

Meeting Date: 06/13/2022

Country: USA

Ticker: GM

Record Date: 04/19/2022

Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 84,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mary T. Barra | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Aneel Bhusri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Wesley G. Bush | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Linda R. Gooden | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Joseph Jimenez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Judith A. Miscik | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Patricia F. Russo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Thomas M. Schoewe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Carol M. Stephenson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

General Motors Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1j | Elect Director Mark A. Tatum | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Devin N. Wenig | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Margaret C. Whitman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is considered small given the company's size and the composition of its shareholder base.</i> | | | | |
| 5 | Require Independent Board Chair | SH | Against | Against | Against |
| 6 | Report on the Use of Child Labor in Connection with Electric Vehicles | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor from its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.</i> | | | | |

LivNova Plc

Meeting Date: 06/13/2022 **Country:** United Kingdom **Ticker:** LIVN
Record Date: 04/22/2022 **Meeting Type:** Annual
Primary Security ID: G5509L101

Shares Voted: 10,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Francesco Bianchi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Stacy Enxing Seng | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director William Kozy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Damien McDonald | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Daniel Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Sharon O'Kane | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

LivanoVa Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Andrea Saia | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Todd Schermerhorn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Peter Wilver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditor | Mgmt | For | For | For |
| 4 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Authorise Issue of Equity | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 6 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i> | | | | |
| 7 | Approve Remuneration Report | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy | Mgmt | For | For | For |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10 | Reappoint PricewaterhouseCoopers LLP as UK Statutory Auditor | Mgmt | For | For | For |
| 11 | Authorize Board to Fix Remuneration of Auditor | Mgmt | For | For | For |

Rexford Industrial Realty, Inc.

Meeting Date: 06/13/2022 **Country:** USA **Ticker:** REXR
Record Date: 04/14/2022 **Meeting Type:** Annual
Primary Security ID: 76169C100

Shares Voted: 33,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert L. Antin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael S. Frankel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Diana J. Ingram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Rexford Industrial Realty, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Angela L. Kleiman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Debra L. Morris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Tyler H. Rose | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Howard Schwimmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Richard Ziman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |

Stifel Financial Corp.

Meeting Date: 06/13/2022 **Country:** USA **Ticker:** SF
Record Date: 04/14/2022 **Meeting Type:** Annual
Primary Security ID: 860630102

Shares Voted: 21,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Adam T. Berlew | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kathleen L. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Michael W. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Robert E. Grady | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Ronald J. Kruszewski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Daniel J. Ludeman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Maura A. Markus | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Stifel Financial Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.8 | Elect Director David A. Peacock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Thomas W. Weisel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Michael J. Zimmerman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Builders FirstSource, Inc.

Meeting Date: 06/14/2022 **Country:** USA **Ticker:** BLDR
Record Date: 04/22/2022 **Meeting Type:** Annual
Primary Security ID: 12008R107

Shares Voted: 39,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Mark A. Alexander | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Dirkson R. Charles | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on GHG Emissions Reduction Targets | SH | None | For | For |

Caesars Entertainment, Inc.

Meeting Date: 06/14/2022 **Country:** USA **Ticker:** CZR
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 12769G100

Shares Voted: 12,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Gary L. Carano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Bonnie S. Biumi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Caesars Entertainment, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.3 | Elect Director Jan Jones Blackhurst | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Frank J. Fahrenkopf | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Don R. Kornstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Courtney R. Mather | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Sandra D. Morgan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael E. Pegram | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Thomas R. Reeg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director David P. Tomick | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Crocs, Inc.

Meeting Date: 06/14/2022 **Country:** USA **Ticker:** CROX
Record Date: 04/18/2022 **Meeting Type:** Annual

Primary Security ID: 227046109

Shares Voted: 12,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ian M. Bickley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Tracy Gardner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Douglas J. Treff | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Five Below, Inc.

Meeting Date: 06/14/2022

Country: USA

Ticker: FIVE

Record Date: 04/19/2022

Meeting Type: Annual

Primary Security ID: 33829M101

Shares Voted: 11,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director Catherine E. Buggeln | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Michael F. Devine, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Bernard Kim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Ronald L. Sargent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Approve Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 5 | Declassify the Board of Directors | Mgmt | For | For | For |
| | <i>Voter Rationale: New Mexico favours unclassified board of directors.</i> | | | | |
| 6 | Approve Increase in Size of Board | Mgmt | For | For | For |

Monster Beverage Corporation

Meeting Date: 06/14/2022

Country: USA

Ticker: MNST

Record Date: 04/21/2022

Meeting Type: Annual

Primary Security ID: 61174X109

Shares Voted: 20,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Rodney C. Sacks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Hilton H. Schlosberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Mark J. Hall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Ana Demel | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Monster Beverage Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director James L. Dinkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Gary P. Fayard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Tiffany M. Hall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Jeanne P. Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Steven G. Pizula | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Mark S. Vidergauz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i> | | | | |

Sabra Health Care REIT, Inc.

Meeting Date: 06/14/2022 **Country:** USA **Ticker:** SBRA
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 78573L106

Shares Voted: 43,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Craig A. Barbarosh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Katie Cusack | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Michael J. Foster | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Lynne S. Katzmann | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ann Kono | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Sabra Health Care REIT, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1f | Elect Director Jeffrey A. Malehorn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Richard K. Matros | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Clifton J. Porter, II | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

TripAdvisor, Inc.

| | | |
|---------------------------------------|-----------------------------|---------------------|
| Meeting Date: 06/14/2022 | Country: USA | Ticker: TRIP |
| Record Date: 04/18/2022 | Meeting Type: Annual | |
| Primary Security ID: 896945201 | | |

Shares Voted: 20,028

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Gregory B. Maffei | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Stephen Kaufer | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jay C. Hoag | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i> | | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Betsy L. Morgan | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.5 | Elect Director M. Greg O'Hara | Mgmt | For | Refer | Withhold |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.6 | Elect Director Jeremy Philips | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.7 | Elect Director Albert E. Rosenthaler | Mgmt | For | Refer | Withhold |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.8 | Elect Director Jane Jie Sun | Mgmt | For | Refer | Withhold |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.9 | Elect Director Trynka Shineman Blake | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1.10 | Elect Director Robert S. Wiesenthal | Mgmt | For | For | For |
| | <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Gregory (Greg) Maffei, Stephen (Steve) Kaufer, and Albert Rosenthaler due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei for serving as a non-independent member of a key board committee. WITHHOLD votes are warranted for Gregory (Greg) Maffei, Michael (Greg) O'Hara and Jane Sun for serving on more than three public boards while serving as CEOs of outside companies. WITHHOLD votes are warranted for Jay Hoag and Michael (Greg) O'Hara for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |

TripAdvisor, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |
| 3 | Other Business | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i> | | | | |

Biogen Inc.

Meeting Date: 06/15/2022 **Country:** USA **Ticker:** BIIB
Record Date: 04/21/2022 **Meeting Type:** Annual
Primary Security ID: 09062X103

Shares Voted: 8,124

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alexander J. Denner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Caroline D. Dorsa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Maria C. Freire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director William A. Hawkins | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director William D. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jesus B. Mantas | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Richard C. Mulligan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Stelios Papadopoulos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Eric K. Rowinsky | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Stephen A. Sherwin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Michel Vounatsos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

Biogen 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 |
| <p><i>Voter Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, the compensation committee did not demonstrate sufficient responsiveness to last year's low say-on-pay vote. Although the proxy describes meetings with shareholders, cites their feedback, and made positive changes to the 2022 pay program, the committee did not disclose a robust commitment not to repeat an action that investors found concerning. Separately, shareholders are advised to monitor goal disclosure, which needs improvement.</i></p> | | | | | |

Dick's Sporting Goods, Inc.

Meeting Date: 06/15/2022 **Country:** USA **Ticker:** DKS
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 253393102

Shares Voted: 13,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Mark J. Barrenechea | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Sandeep Mathrani for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominee is warranted.</i></p> | | | | | |
| 1b | Elect Director Emanuel Chirico | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Sandeep Mathrani for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominee is warranted.</i></p> | | | | | |
| 1c | Elect Director William J. Colombo | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Sandeep Mathrani for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominee is warranted.</i></p> | | | | | |
| 1d | Elect Director Anne Fink | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Sandeep Mathrani for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominee is warranted.</i></p> | | | | | |
| 1e | Elect Director Sandeep Mathrani | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Sandeep Mathrani for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominee is warranted.</i></p> | | | | | |
| 1f | Elect Director Desiree Ralls-Morrison | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Sandeep Mathrani for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominee is warranted.</i></p> | | | | | |
| 1g | Elect Director Larry D. Stone | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for Sandeep Mathrani for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominee is warranted.</i></p> | | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| <p><i>Voter Rationale: Although there is some concern regarding the use of an annual measurement period for performance shares, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p> | | | | | |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> | | | | | |

Etsy, Inc.

Meeting Date: 06/15/2022

Country: USA

Ticker: ETSY

Record Date: 04/18/2022

Meeting Type: Annual

Primary Security ID: 29786A106

Shares Voted: 7,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1a | Elect Director C. Andrew Ballard | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, C. Andrew (Andy) Ballard, is warranted as he is a new director.</i> | | | | |
| 1b | Elect Director Jonathan D. Klein | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, C. Andrew (Andy) Ballard, is warranted as he is a new director.</i> | | | | |
| 1c | Elect Director Margaret M. Smyth | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for incumbent director nominees Jonathan Klein and Margaret (Peggy) Smyth given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, C. Andrew (Andy) Ballard, is warranted as he is a new director.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time, and annual incentives are predominantly tied to objective metrics. In 2021, CEO Silverman received his first equity grant following three years of no grants after he received a multi-year equity award in 2017. A majority of this equity grant is performance-based.</i> | | | | |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

IAA, Inc.

Meeting Date: 06/15/2022

Country: USA

Ticker: IAA

Record Date: 04/18/2022

Meeting Type: Annual

Primary Security ID: 449253103

Shares Voted: 27,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Brian Bales | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Bill Breslin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Gail Evans | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

IAA, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Sue Gove | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Olaf Kastner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director John P. Larson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Incyte Corporation

Meeting Date: 06/15/2022 **Country:** USA **Ticker:** INCY
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 45337C102

Shares Voted: 10,950

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Julian C. Baker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jean-Jacques Bienaime | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Otis W. Brawley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Paul J. Clancy | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Jacquelyn A. Fouse | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Edmund P. Harrigan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Katherine A. High | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Herve Hoppenot | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

Roper Technologies, Inc.

Meeting Date: 06/15/2022

Country: USA

Ticker: ROP

Record Date: 04/20/2022

Meeting Type: Annual

Primary Security ID: 776696106

Shares Voted: 5,841

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Shellye L. Archambeau | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Amy Woods Brinkley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Irene M. Esteves | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director L. Neil Hunn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Robert D. Johnson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Thomas P. Joyce, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Laura G. Thatcher | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Richard F. Wallman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Christopher Wright | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |

T-Mobile US, Inc.

Meeting Date: 06/15/2022

Country: USA

Ticker: TMUS

Record Date: 04/18/2022

Meeting Type: Annual

Primary Security ID: 872590104

Shares Voted: 34,150

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Marcelo Claire | Mgmt | For | Refer | Withhold |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Srikant M. Datar | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Bavan M. Holloway | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Timotheus Hottges | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Christian P. Illek | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Raphael Kubler | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Thorsten Langheim | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Dominique Leroy | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Letitia A. Long | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claire, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i> | | | | |

T-Mobile US, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|--|-----------|----------|-------------------|------------------|
| 1.10 | Elect Director G. Michael (Mike) Sievert | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claude, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claude, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.11 | Elect Director Teresa A. Taylor | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claude, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claude, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.12 | Elect Director Omar Tazi | Mgmt | For | Refer | Withhold |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claude, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claude, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 1.13 | Elect Director Kelvin R. Westbrook | Mgmt | For | For | For |
| <p><i>Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Marcelo Claude, Christian Illek, Raphael Kubler, Thorsten Langheim, Dominique Leroy, and Omar Tazi for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claude, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i></p> | | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| <p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> | | | | | |

W. R. Berkley Corporation

Meeting Date: 06/15/2022 **Country:** USA **Ticker:** WRB
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 084423102

Shares Voted: 12,150

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|---------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director W. Robert Berkley, Jr. | Mgmt | For | For | For |
| <p><i>Voter Rationale: Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. Votes FOR William R. Berkley Jr. and Mark Shapiro are warranted.</i></p> | | | | | |
| 1b | Elect Director Ronald E. Blaylock | Mgmt | For | Refer | Against |
| <p><i>Voter Rationale: Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. Votes FOR William R. Berkley Jr. and Mark Shapiro are warranted.</i></p> | | | | | |
| 1c | Elect Director Mary C. Farrell | Mgmt | For | Refer | Against |
| <p><i>Voter Rationale: Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. Votes FOR William R. Berkley Jr. and Mark Shapiro are warranted.</i></p> | | | | | |

W. R. Berkley Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1d | Elect Director Mark L. Shapiro | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. Votes FOR William R. Berkley Jr. and Mark Shapiro are warranted.</i> | | | | |
| 2 | Increase Authorized Common Stock | Mgmt | For | Against | Against |
| | <i>Voter Rationale: The requested increase in the number of authorized shares is above the company-specific allowable cap. Therefore, a vote AGAINST this proposal is warranted.</i> | | | | |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay remains based on disclosed performance metrics, and the CEO's entire equity award is conditioned on multi-year performance goals.</i> | | | | |
| 4 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

ASGN Incorporated

Meeting Date: 06/16/2022 **Country:** USA **Ticker:** ASGN
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 00191U102

Shares Voted: 11,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Brian J. Callaghan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.2 | Elect Director Theodore S. Hanson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.3 | Elect Director Maria R. Hawthorne | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.4 | Elect Director Edwin A. Sheridan, IV | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Autodesk, Inc.

Meeting Date: 06/16/2022 **Country:** USA **Ticker:** ADSK
Record Date: 04/19/2022 **Meeting Type:** Annual
Primary Security ID: 052769106

Shares Voted: 12,807

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Andrew Anagnost | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Karen Blasing | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Reid French | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Ayanna Howard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Blake Irving | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Mary T. McDowell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Stephen Milligan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Lorrie M. Norrington | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Betsy Rafael | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Stacy J. Smith | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Omnibus Stock Plan | Mgmt | For | For | For |

BJ's Wholesale Club Holdings, Inc.

Meeting Date: 06/16/2022

Country: USA

Ticker: BJ

Record Date: 04/25/2022

Meeting Type: Annual

Primary Security ID: 05550J101

Shares Voted: 28,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Chris Baldwin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

BJ's Wholesale Club Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Darryl Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.3 | Elect Director Michelle Gloeckler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.4 | Elect Director Ken Parent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.5 | Elect Director Chris Peterson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.6 | Elect Director Rob Steele | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 1.7 | Elect Director Judy Werthausser | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Eliminate Supermajority Vote Requirement to Amend Charter and Bylaws | Mgmt | For | For | For |

Delta Air Lines, Inc.

Meeting Date: 06/16/2022 **Country:** USA **Ticker:** DAL
Record Date: 04/29/2022 **Meeting Type:** Annual
Primary Security ID: 247361702

Shares Voted: 35,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Edward H. Bastian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1b | Elect Director Francis S. Blake | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1c | Elect Director Ashton B. Carter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1d | Elect Director Greg Creed | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1e | Elect Director David G. DeWalt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1f | Elect Director William H. Easter, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |

Delta Air Lines, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1g | Elect Director Leslie D. Hale | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1h | Elect Director Christopher A. Hazleton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1i | Elect Director Michael P. Huerta | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1j | Elect Director Jeanne P. Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1k | Elect Director George N. Mattson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1l | Elect Director Sergio A. L. Rial | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1m | Elect Director David S. Taylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 1n | Elect Director Kathy N. Waller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominee(s) is warranted.</i> | | | | |
| 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 | Report on Lobbying Payments and Policy | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i> | | | | |

Equity Residential

Meeting Date: 06/16/2022 **Country:** USA **Ticker:** EQR
Record Date: 03/31/2022 **Meeting Type:** Annual
Primary Security ID: 29476L107

Shares Voted: 19,888

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Angela M. Aman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Raymond Bennett - Withdrawn | Mgmt | | | |
| 1.3 | Elect Director Linda Walker Bynoe | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Equity Residential

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.4 | Elect Director Mary Kay Haben | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Tahsinul Zia Huque | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director John E. Neal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director David J. Neithercut | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Mark J. Parrell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Mark S. Shapiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Stephen E. Sterrett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Samuel Zell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR Corporate Governance Committee members Linda Bynoe, Mary Kay Haben, and Mark Shapiro is warranted, with caution, due to restrictions to shareholders' ability to amend the company bylaws. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Evercore Inc.

Meeting Date: 06/16/2022 **Country:** USA **Ticker:** EVR
Record Date: 04/22/2022 **Meeting Type:** Annual
Primary Security ID: 29977A105

Shares Voted: 8,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Roger C. Altman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Evercore Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.2 | Elect Director Richard I. Beattie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Pamela G. Carlton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Ellen V. Futter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Gail B. Harris | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Robert B. Millard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Willard J. Overlock, Jr. | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Simon M. Robertson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director John S. Weinberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director William J. Wheeler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Sarah K. Williamson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 |
| | <i>Voter Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The equity program is estimated to be excessively dilutive (overriding factor); * The plan cost is excessive; * The three-year average burn rate is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.</i> | | | | |
| 5 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Expedia Group, Inc.

Meeting Date: 06/16/2022

Country: USA

Ticker: EXPE

Record Date: 04/18/2022

Meeting Type: Annual

Primary Security ID: 30212P303

Shares Voted: 8,778

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Samuel Altman | Mgmt | For | For | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1b | Elect Director Beverly Anderson | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Susan Athey | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Chelsea Clinton | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Barry Diller | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Craig Jacobson | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Peter Kern | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Dara Khosrowshahi | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Patricia Menendez Cambo | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |

Expedia Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1j | Elect Director Alex von Furstenberg | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1k | Elect Director Julie Whalen | Mgmt | For | For | For |
| | <i>Voter Rationale: WITHHOLD votes are warranted for Dara Khosrowshahi for serving on more than three public boards while serving as a CEO of an outside company. In addition, WITHHOLD votes are warranted for incumbent compensation committee members Beverly Anderson, Chelsea Clinton, and Craig Jacobson, in light of egregious compensation-related decisions including an excessive time-vested equity award granted to the CEO with a grant-date value of over \$300 million. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

FirstCash Holdings, Inc.

Meeting Date: 06/16/2022 **Country:** USA **Ticker:** FCFS
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 33768G107

Shares Voted: 8,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Daniel R. Feehan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Paula K. Garrett | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Marthea Davis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify RSM US LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Generac Holdings Inc.

Meeting Date: 06/16/2022 **Country:** USA **Ticker:** GNRC
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 368736104

Shares Voted: 3,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director John D. Bowlin | Mgmt | For | For | For |

Generac Holdings Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Aaron P. Jagdfeld | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Andrew G. Lampereur | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Nam T. Nguyen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Ingersoll Rand Inc.

Meeting Date: 06/16/2022 **Country:** USA **Ticker:** IR
Record Date: 04/20/2022 **Meeting Type:** Annual
Primary Security ID: 45687V106

Shares Voted: 22,604

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Kirk E. Arnold | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Elizabeth Centoni | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director William P. Donnelly | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Gary D. Forsee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director John Humphrey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Marc E. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Vicente Reynal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Tony L. White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |

Live Nation Entertainment, Inc.

Meeting Date: 06/16/2022

Country: USA

Ticker: LYV

Record Date: 04/18/2022

Meeting Type: Annual

Primary Security ID: 538034109

Shares Voted: 7,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1A | Elect Director Maverick Carter | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1B | Elect Director Ping Fu | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1C | Elect Director Jeffrey T. Hinson | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1D | Elect Director Chad Hollingsworth | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1E | Elect Director James Iovine | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1F | Elect Director James S. Kahan | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |

Live Nation Entertainment, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1G | Elect Director Gregory B. Maffei | Mgmt | For | Refer | Against |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1H | Elect Director Randall T. Mays | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1I | Elect Director Michael Rapino | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1J | Elect Director Dana Walden | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 1K | Elect Director Latriece Watkins | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Cautionary support FOR compensation committee members Chad Hollingsworth, James Iovine, and Dana Walden is warranted given concerns regarding the lack of pre-set, performance objectives under both the STI and LTI program, which reflects the committee's inability to set targets due to the impact of the pandemic on operations. However, the committee has reintroduced performance-conditioned equity for 2022, and the grant value appears modest, mitigating concerns. Further, pay and performance are reasonably aligned for the year under review. A vote FOR the remaining director nominees is warranted.</i></p> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| | <p><i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p> | | | | |

Monolithic Power Systems, Inc.

Meeting Date: 06/16/2022

Country: USA

Ticker: MPWR

Record Date: 04/21/2022

Meeting Type: Annual

Primary Security ID: 609839105

Monolithic Power Systems, Inc.

Shares Voted: 2,400

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael Hsing | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Herbert Chang | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Carintia Martinez | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Norwegian Cruise Line Holdings Ltd.

Meeting Date: 06/16/2022

Country: Bermuda

Ticker: NCLH

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: G66721104

Shares Voted: 24,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Frank J. Del Rio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Harry C. Curtis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. The compensation committee has demonstrated only a limited degree of responsiveness to shareholders' concerns following a failed say-on-pay vote last year. While the committee made certain positive changes, shareholders may have expected an affirmative commitment to not repeat incentive program adjustments and one-time awards in connection with the impacts of the ongoing pandemic. In addition, although the CEO's pay declined year-over-year given that he did not receive any one-time awards or payouts, his total pay remained relatively high. Some shareholders may object to the company's continued comparing of pay to peers that reflect the company's pre-pandemic economic situation and not the current reality of severe negative impacts to the company's financial and operational performance as well as share price. The CEO's elevated pay level is not substantiated by long-term share price or financial performance.</i> | | | | |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 5 | Adopt Share Retention Policy For Senior Executives | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i> | | | | |

Ollie's Bargain Outlet Holdings, Inc.

Meeting Date: 06/16/2022

Country: USA

Ticker: OLLI

Record Date: 04/18/2022

Meeting Type: Annual

Primary Security ID: 681116109

Shares Voted: 11,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Alissa Ahlman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Robert Fisch | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Stanley Fleishman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Thomas Hendrickson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director John Swygert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Stephen White | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Richard Zannino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

PVH Corp.

Meeting Date: 06/16/2022

Country: USA

Ticker: PVH

Record Date: 04/22/2022

Meeting Type: Annual

Primary Security ID: 693656100

Shares Voted: 3,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Michael M. Calbert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Brent Callinicos | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director George Cheeks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

PVH Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Joseph B. Fuller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Stefan Larsson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director V. James Marino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director G. Penny McIntyre | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Amy McPherson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Allison Peterson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Edward R. Rosenfeld | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Amanda Sourry (Judith Amanda Sourry Knox) | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

STAAR Surgical Company

Meeting Date: 06/16/2022

Country: USA

Ticker: STAA

Record Date: 04/19/2022

Meeting Type: Annual

Primary Security ID: 852312305

Shares Voted: 9,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Stephen C. Farrell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Thomas G. Frinzi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Gilbert H. Kliman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Caren Mason | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Aimee S. Weisner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

STAAR Surgical Company

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.6 | Elect Director Elizabeth Yeu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director K. Peony Yu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify BDO USA, LLP as Auditors | Mgmt | For | For | For |
| 3 | Approve Increased Annual Equity Grant for Non-Employee Directors | Mgmt | For | For | For |
| 4 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Aon plc

Meeting Date: 06/17/2022 **Country:** Ireland **Ticker:** AON
Record Date: 04/14/2022 **Meeting Type:** Annual
Primary Security ID: G0403H108

Shares Voted: 12,445

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Lester B. Knight | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Gregory C. Case | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jin-Yong Cai | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Jeffrey C. Campbell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Fulvio Conti | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Cheryl A. Francis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director J. Michael Losh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Richard C. Notebaert | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Gloria Santona | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Byron O. Spruell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Aon plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.11 | Elect Director Carolyn Y. Woo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Ratify Ernst & Young Chartered Accountants as Statutory Auditor | Mgmt | For | For | For |
| 5 | Authorize Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i> | | | | |

Fortinet, Inc.

Meeting Date: 06/17/2022 **Country:** USA **Ticker:** FTNT
Record Date: 04/18/2022 **Meeting Type:** Annual
Primary Security ID: 34959E109

Shares Voted: 7,850

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ken Xie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Michael Xie | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Kenneth A. Goldman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Ming Hsieh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Jean Hu | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director William H. Neukom | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Judith Sim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director James Stavridis | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Stock Split | Mgmt | For | For | For |

Fortinet, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------|-----------|----------|-------------------|------------------|
| 5 | Adopt Simple Majority Vote | SH | None | For | For |

Voter Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.

SolarEdge Technologies, Inc.

Meeting Date: 06/20/2022 **Country:** USA **Ticker:** SEDG
Record Date: 04/21/2022 **Meeting Type:** Annual
Primary Security ID: 83417M104

Shares Voted: 2,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Betsy Atkins | Mgmt | For | Refer | Against |

Voter Rationale: A vote AGAINST Betsy Atkins is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.

| | | | | | |
|----|----------------------------------|------|-----|-----|-----|
| 1b | Elect Director Dirk Carsten Hoke | Mgmt | For | For | For |
|----|----------------------------------|------|-----|-----|-----|

Voter Rationale: A vote AGAINST Betsy Atkins is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Dirk Hoke joined the board in April 2022 and should not be held accountable for these issues at this time.

| | | | | | |
|---|--------------------------------------|------|-----|-----|-----|
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
|---|--------------------------------------|------|-----|-----|-----|

Voter Rationale: A vote FOR this proposal to ratify the auditor is warranted.

| | | | | | |
|---|--|------|-----|-----|-----|
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
|---|--|------|-----|-----|-----|

Voter Rationale: Although certain concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

Activision Blizzard, Inc.

Meeting Date: 06/21/2022 **Country:** USA **Ticker:** ATVI
Record Date: 04/22/2022 **Meeting Type:** Annual
Primary Security ID: 00507V109

Shares Voted: 43,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Reveta Bowers | Mgmt | For | For | For |

Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.

Activision Blizzard, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1b | Elect Director Kerry Carr | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1c | Elect Director Robert Corti | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1d | Elect Director Brian Kelly | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1e | Elect Director Robert Kotick | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1f | Elect Director Lulu Meservey | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1g | Elect Director Barry Meyer | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1h | Elect Director Robert Morgado | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1i | Elect Director Peter Nolan | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1j | Elect Director Dawn Ostroff | Mgmt | For | For | For |
| | <i>Voter Rationale: Votes FOR directors Robert Kotick, Brian Kelly, Robert Morgado, Robert Corti, Barry Meyer, and Peter Nolan are warranted, with caution, as the company could provide additional information that would allow investors to better understand the effectiveness of the company's recent efforts to manage and mitigate risks related to sexual harassment and discrimination. A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 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 a Policy to Include Non-Management Employees as Prospective Director Candidates | SH | Against | Against | Against |

Activision Blizzard, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|---|-----------|----------|-------------------|------------------|
| 5 | Report on Efforts Prevent Abuse, Harassment, and Discrimination | SH | Against | For | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's sexual harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.</i> | | | | | |

LHC Group, Inc.

Meeting Date: 06/21/2022 **Country:** USA **Ticker:** LHCG
Record Date: 05/16/2022 **Meeting Type:** Special
Primary Security ID: 50187A107

Shares Voted: 6,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|------------------------------------|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |
| <i>Voter Rationale: The consideration is a discount to LHCG's 52-week closing high at announcement and the company was unable to attract bidders other than UNH to its sales process. However, transaction multiples represent premia to the company's historical trading multiples, LHCG shares have appreciated since announcement, and the cash form of consideration provides liquidity and certainty to LHCG shareholders. On balance, support FOR the transaction is warranted.</i> | | | | | |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | For |
| <i>Voter Rationale: A vote FOR the proposal is warranted. Cash severance is double trigger and of a reasonable basis, and no excise tax gross-ups will be paid. In addition, unvested equity awards will be converted to awards in the acquirer's stock and vesting will only accelerate upon a qualifying termination.</i> | | | | | |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| <i>Voter Rationale: Support is warranted FOR this proposal, as the underlying transaction merits support.</i> | | | | | |

Mastercard Incorporated

Meeting Date: 06/21/2022 **Country:** USA **Ticker:** MA
Record Date: 04/22/2022 **Meeting Type:** Annual
Primary Security ID: 57636Q104

Shares Voted: 47,810

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|---|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Merit E. Janow | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1b | Elect Director Candido Bracher | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1c | Elect Director Richard K. Davis | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |
| 1d | Elect Director Julius Genachowski | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominee is warranted.</i> | | | | | |

Mastercard Incorporated

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Choon Phong Goh | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Oki Matsumoto | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Michael Miebach | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Youngme Moon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Rima Qureshi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Gabrielle Sulzberger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Jackson Tai | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Harit Talwar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1m | Elect Director Lance Ugгла | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold | Mgmt | For | For | For |
| 5 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.</i> | | | | |
| 6 | Report on Political Contributions | SH | Against | Against | Against |
| 7 | Report on Charitable Contributions | SH | Against | Against | Against |
| 8 | Report on Risks Associated with Sale and Purchase of Ghost Guns | SH | Against | Against | Against |

MetLife, Inc.

Meeting Date: 06/21/2022

Country: USA

Ticker: MET

Record Date: 04/22/2022

Meeting Type: Annual

Primary Security ID: 59156R108

Shares Voted: 38,887

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Cheryl W. Grise | Mgmt | For | For | For |
| 1b | Elect Director Carlos M. Gutierrez | Mgmt | For | For | For |
| 1c | Elect Director Carla A. Harris | Mgmt | For | For | For |
| 1d | Elect Director Gerald L. Hassell | Mgmt | For | For | For |
| 1e | Elect Director David L. Herzog | Mgmt | For | For | For |
| 1f | Elect Director R. Glenn Hubbard | Mgmt | For | For | For |
| 1g | Elect Director Edward J. Kelly, III | Mgmt | For | For | For |
| 1h | Elect Director William E. Kennard | Mgmt | For | For | For |
| 1i | Elect Director Michel A. Khalaf | Mgmt | For | For | For |
| 1j | Elect Director Catherine R. Kinney | Mgmt | For | For | For |
| 1k | Elect Director Diana L. McKenzie | Mgmt | For | For | For |
| 1l | Elect Director Denise M. Morrison | Mgmt | For | For | For |
| 1m | Elect Director Mark A. Weinberger | 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 |

Pebblebrook Hotel Trust

Meeting Date: 06/21/2022

Country: USA

Ticker: PEB

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 70509V100

Shares Voted: 27,267

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Jon E. Bortz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Cydney C. Donnell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Ron E. Jackson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Phillip M. Miller | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Michael J. Schall | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Pebblebrook Hotel Trust

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1f | Elect Director Bonny W. Simi | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Earl E. Webb | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: A vote AGAINST this proposal is warranted. There are concerns surrounding the NEOs significant retention awards, which are entirely time based. Further, while the NEOs' annual-cycle LTI awards were predominantly performance based, half of the PSUs utilize annual measurement periods, the relative TSR goal targets merely the 50th percentile, and the threshold and maximum goals are not disclosed. Additionally, while the STI awards were tied to operational measure, the proxy does not disclose any weightings or targets for the individual metrics.</i> | | | | |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |

SLM Corporation

Meeting Date: 06/21/2022 **Country:** USA **Ticker:** SLM
Record Date: 04/22/2022 **Meeting Type:** Annual
Primary Security ID: 78442P106

Shares Voted: 61,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Paul G. Child | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Mary Carter Warren Franke | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Marianne M. Keler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Mark L. Lavelle | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Ted Marvitz | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Jim Matheson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Samuel T. Ramsey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Vivian C. Schneck-Last | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Robert S. Strong | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

SLM Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1j | Elect Director Jonathan W. Witter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Kirsten O. Wolberg | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

TEGNA Inc.

Meeting Date: 06/21/2022 **Country:** USA **Ticker:** TGNA
Record Date: 05/03/2022 **Meeting Type:** Annual
Primary Security ID: 87901J105

Shares Voted: 45,534

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Gina L. Bianchini | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Howard D. Elias | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Stuart J. Epstein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Lidia Fonseca | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director David T. Lougee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Karen H. Grimes | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Scott K. McCune | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Henry W. McGee | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Bruce P. Nolop | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Neal Shapiro | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Melinda C. Witmer | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

TEGNA Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | SH | Against | For | For |

Voter Rationale: A vote FOR this proposal is warranted as it is reasonable and in the best interests of shareholders, and that it will help increase the accountability of the board and management.

Viasat, Inc.

Meeting Date: 06/21/2022 **Country:** USA **Ticker:** VSAT
Record Date: 05/12/2022 **Meeting Type:** Special
Primary Security ID: 92552V100

Shares Voted: 13,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|--|-----------|----------|-------------------|------------------|
| 1 | Issue Shares in Connection with Merger | Mgmt | For | Refer | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted. Despite the decline in VSAT shares from the deal announcement to date, peers have declined considerably as well, and there have not been any publicly disclosed concerns over the transaction. In addition, the strategic rationale is compelling, and the transaction is expected to result in cost and capital expenditure synergies.</i> | | | | | |
| 2 | Increase Authorized Common Stock | Mgmt | For | Refer | For |
| <i>Voter Rationale: A vote FOR this proposal is warranted given that the size of the proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns with the company's past use of shares.</i> | | | | | |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| <i>Voter Rationale: A vote FOR This proposal is warranted given that the covered ballot items warrant shareholder support.</i> | | | | | |

Nasdaq, Inc.

Meeting Date: 06/22/2022 **Country:** USA **Ticker:** NDAQ
Record Date: 04/25/2022 **Meeting Type:** Annual
Primary Security ID: 631103108

Shares Voted: 6,528

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|--|-----------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Melissa M. Arnoldi | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1b | Elect Director Charlene T. Begley | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |
| 1c | Elect Director Steven D. Black | Mgmt | For | For | For |
| <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | | |

Nasdaq, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Adena T. Friedman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Essa Kazim | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Thomas A. Kloet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director John D. Rainey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Michael R. Splinter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Toni Townes-Whitley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Alfred W. Zollar | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 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 | Approve Stock Split | Mgmt | For | For | For |
| 5 | Reduce Ownership Threshold for Shareholders to Call Special Meeting | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold to call a special meeting would improve shareholder rights.</i> | | | | |

HealthEquity, Inc.

Meeting Date: 06/23/2022 **Country:** USA **Ticker:** HQY
Record Date: 04/29/2022 **Meeting Type:** Annual
Primary Security ID: 42226A107

Shares Voted: 17,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Robert Selander | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Jon Kessler | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Stephen Neeleman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Frank Corvino | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

HealthEquity, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Adrian Dillon | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Evelyn Dilsaver | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Debra McCowan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Rajesh Natarajan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director Stuart Parker | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Ian Sacks | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Gayle Wellborn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

The Kroger Co.

Meeting Date: 06/23/2022 **Country:** USA **Ticker:** KR
Record Date: 04/25/2022 **Meeting Type:** Annual
Primary Security ID: 501044101

Shares Voted: 37,060

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Nora A. Aufreiter | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Kevin M. Brown | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Elaine L. Chao | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Anne Gates | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.5 | Elect Director Karen M. Hoguet | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director W. Rodney McMullen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

The Kroger Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.7 | Elect Director Clyde R. Moore | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Ronald L. Sargent | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director J. Amanda Sourry Knox (Amanda Sourry) | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director Mark S. Sutton | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Ashok Vemuri | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify PricewaterhouseCoopers LLC as Auditor | Mgmt | For | For | For |
| 4 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 5 | Report on Efforts to Reduce Plastic Use | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to the use of plastic packaging would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.</i> | | | | |
| 6 | Report on Human Rights and Protection of Farmworkers | SH | Against | Against | Against |
| 7 | Report on Efforts to Eliminate HFCs in Refrigeration and Reduce GHG Emissions | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as investors would benefit from greater disclosure around the management of HFC emissions, especially in light of regulatory and competitive pressure.</i> | | | | |
| 8 | Report on Risks to Business Due to Increased Labor Market Pressure | SH | Against | Against | Against |

Universal Display Corporation

Meeting Date: 06/23/2022

Country: USA

Ticker: OLED

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 91347P105

Shares Voted: 8,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Steven V. Abramson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Cynthia J. Comparin | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Universal Display Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1c | Elect Director Richard C. Elias | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Elizabeth H. Gemmill | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director C. Keith Hartley | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Celia M. Joseph | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Lawrence Lacerte | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Sidney D. Rosenblatt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Sherwin I. Seligsohn | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Against | Against |
| | <i>Voter Rationale: Following last year's failed say-on-pay vote, the committee demonstrated adequate responsiveness to shareholder concerns. However, although disclosed changes to next year's compensation program will reduce the magnitude of LTI award values and increase the proportion of performance-based equity, significant concerns remain, particularly regarding the long-term incentive program. Neither forward-looking goals for PSU metrics nor performance results and vesting of closing-cycle awards are disclosed, precluding investor assessment of the link between pay and performance for equity awards of significant magnitude. Further, multiple NEOs received total compensation that was greater than total peer median CEO pay and, despite reductions to the value of FY22 LTI awards, one NEO will continue to receive total compensation equal to that of the CEO; investors may question the necessity of paying multiple executives at the level of a CEO. Accordingly, a vote AGAINST this proposal is warranted.</i> | | | | |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |

Visteon Corporation

Meeting Date: 06/23/2022

Country: USA

Ticker: VC

Record Date: 04/18/2022

Meeting Type: Annual

Primary Security ID: 92839U206

Shares Voted: 5,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director James J. Barrese | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Naomi M. Bergman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Jeffrey D. Jones | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Visteon Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1d | Elect Director Bunsei Kure | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Sachin S. Lawande | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Joanne M. Maguire | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Robert J. Manzo | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Francis M. Scricco | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director David L. Treadwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify Deloitte & Touche LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Vicor Corporation

Meeting Date: 06/24/2022 **Country:** USA **Ticker:** VICR
Record Date: 04/29/2022 **Meeting Type:** Annual
Primary Security ID: 925815102

Shares Voted: 4,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Samuel J. Anderson | Mgmt | For | For | For |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director M. Michael Ansour | Mgmt | For | For | For |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Jason L. Carlson | Mgmt | For | For | For |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.4 | Elect Director Philip D. Davies | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |

Vicor Corporation

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.5 | Elect Director Andrew T. D'Amico | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.6 | Elect Director Estia J. Eichten | Mgmt | For | For | For |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.7 | Elect Director Zmira Lavie | Mgmt | For | For | For |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.8 | Elect Director Michael S. McNamara | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.9 | Elect Director James F. Schmidt | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.10 | Elect Director John Shen | Mgmt | For | For | For |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.11 | Elect Director Claudio Tuozzolo | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |
| 1.12 | Elect Director Patrizio Vinciarelli | Mgmt | For | Refer | Withhold |
| | <i>Voter Rationale: * WITHHOLD votes are warranted for non-independent director nominees Patrizio Vinciarelli, Andrew D'Amico, Philip Davies, Michael McNamara, James Schmidt and Claudio Tuozzolo due to the company's lack of a formal nominating committee, and for failing to establish a board on which a majority of the directors are independent. * A vote FOR the remaining director nominees is warranted.</i> | | | | |

United Therapeutics Corporation

Meeting Date: 06/27/2022

Country: USA

Ticker: UTHR

Record Date: 04/28/2022

Meeting Type: Annual

Primary Security ID: 91307C102

United Therapeutics Corporation

Shares Voted: 9,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Christopher Causey | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Richard Giltner | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Katherine Klein | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Ray Kurzweil | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Linda Maxwell | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Nilda Mesa | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Judy Olian | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Martine Rothblatt | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Louis Sullivan | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Amend Omnibus Stock Plan | Mgmt | For | For | For |
| 4 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |

CarMax, Inc.

Meeting Date: 06/28/2022

Country: USA

Ticker: KMX

Record Date: 04/22/2022

Meeting Type: Annual

Primary Security ID: 143130102

Shares Voted: 8,980

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Peter J. Bensen | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Ronald E. Blaylock | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

CarMax, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1c | Elect Director Sona Chawla | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Thomas J. Folliard | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1e | Elect Director Shira Goodman | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director David W. McCreight | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director William D. Nash | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Mark F. O'Neil | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Pietro Satriano | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Marcella Shinder | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Mitchell D. Steenrod | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |

Dollar Tree, Inc.

Meeting Date: 06/30/2022

Country: USA

Ticker: DLTR

Record Date: 04/29/2022

Meeting Type: Annual

Primary Security ID: 256746108

Shares Voted: 12,463

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1a | Elect Director Thomas W. Dickson | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1b | Elect Director Richard W. Dreiling | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1c | Elect Director Cheryl W. Grise | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1d | Elect Director Daniel J. Heinrich | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

Dollar Tree, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1e | Elect Director Paul C. Hilal | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1f | Elect Director Edward J. Kelly, III | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1g | Elect Director Mary A. Laschinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1h | Elect Director Jeffrey G. Naylor | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1i | Elect Director Winnie Y. Park | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1j | Elect Director Bertram L. Scott | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1k | Elect Director Stephanie P. Stahl | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1l | Elect Director Michael A. Witynski | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 2 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 3 | Ratify KPMG LLP as Auditors | Mgmt | For | For | For |
| 4 | Provide Right to Call Special Meeting | Mgmt | For | For | For |
| 5 | Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | SH | Against | For | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i> | | | | |

RH

Meeting Date: 06/30/2022 **Country:** USA **Ticker:** RH
Record Date: 05/03/2022 **Meeting Type:** Annual
Primary Security ID: 74967X103

Shares Voted: 3,434

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Eri Chaya | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.2 | Elect Director Mark Demilio | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |
| 1.3 | Elect Director Leonard Schlesinger | Mgmt | For | For | For |
| | <i>Voter Rationale: A vote FOR the director nominees is warranted.</i> | | | | |

| 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 | Ratify PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Report on Procurement of Down Feathers from the Company's Suppliers | SH | Against | Against | Against |

SailPoint Technologies Holdings, Inc.

Meeting Date: 06/30/2022

Country: USA

Ticker: SAIL

Record Date: 05/25/2022

Meeting Type: Special

Primary Security ID: 78781P105

Shares Voted: 19,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Merger Agreement | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted given the premium to the unaffected share price and the recent trading range, the cash form of consideration, which provides immediate liquidity and certainty of value, as well as the apparent downside risk of non-approval given the outperformance of SAIL shares since announcement relative to peers.</i> | | | | |
| 2 | Advisory Vote on Golden Parachutes | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger, reasonably based, and no excise tax gross-ups are payable. Additionally, unvested equity awards will be converted to cash awards with vesting terms maintained, subject to double trigger accelerated vesting.</i> | | | | |
| 3 | Adjourn Meeting | Mgmt | For | Refer | For |
| | <i>Voter Rationale: A vote FOR this proposal is warranted as the underlying transaction warrants shareholder support.</i> | | | | |