

Voting Records - 2022

ADDITIONAL POINTS TO HIGHLIGHT:

Please note that although we intend to vote in all meetings where we hold the right to, we did not vote in one meeting where we had the right, and held the company, due to an operational error. This was frustrating, particularly because this was one of the meetings about which we were most excited this year – the Berkshire Hathaway annual general meeting. The reason for this error, our voting intentions, and related communication with the company are described in detail on page 15 of our 1H 2022 Responsible Investment and Engagement Report, also available on our website [here](#). The vote has been counted as part of the ISS report below, but this vote was not actually submitted.

There were three additional companies where we did not vote as we had sold out of the holding at the time of voting, these are the following:

- Agnico Eagle
- Cooper Companies
- MSCI



REPORTING PERIOD: 01/01/2022 to 12/31/2022

Intuit Inc.

Meeting Date: 01/20/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Eve Burton	Mgmt	For	For	For
Elect Director Scott D. Cook	Mgmt	For	For	For
Elect Director Richard L. Dalzell	Mgmt	For	For	For
Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
Elect Director Deborah Liu	Mgmt	For	For	For
Elect Director Tekedra Mawakana	Mgmt	For	For	For
Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
Elect Director Dennis D. Powell	Mgmt	For	For	For
Elect Director Brad D. Smith	Mgmt	For	For	For
Elect Director Thomas Szkutak	Mgmt	For	For	For
Elect Director Raul Vazquez	Mgmt	For	For	For
Elect Director Jeff Weiner	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Amend Omnibus Stock Plan	Mgmt	For	For	For

Jacobs Engineering Group Inc.

Meeting Date: 01/25/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Steven J. Demetriou	Mgmt	For	For	For
Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
Elect Director Priya Abani	Mgmt	For	For	For
Elect Director Vincent K. Brooks	Mgmt	For	For	For
Elect Director Ralph E. ("Ed") Eberhart	Mgmt	For	For	For

Jacobs Engineering Group Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Manny Fernandez	Mgmt	For	For	For
Elect Director Georgette D. Kiser	Mgmt	For	For	For
Elect Director Barbara L. Loughran	Mgmt	For	For	For
Elect Director Robert A. McNamara	Mgmt	For	For	For
Elect Director Peter J. Robertson	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Air Products and Chemicals, Inc.

Meeting Date: 02/03/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Charles I. Cogut	Mgmt	For	For	For
Elect Director Lisa A. Davis	Mgmt	For	For	For
Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
Elect Director David H. Y. Ho	Mgmt	For	For	For
Elect Director Edward L. Monser	Mgmt	For	For	For
Elect Director Matthew H. Paull	Mgmt	For	For	For
Elect Director Wayne T. Smith	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Nordson Corporation

Meeting Date: 03/01/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director John A. DeFord	Mgmt	For	For	For
Elect Director Jennifer A. Parmentier	Mgmt	For	For	For
Elect Director Victor L. Richey, Jr.	Mgmt	For	For	For

Nordson Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Analog Devices, Inc.

Meeting Date: 03/09/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Ray Stata	Mgmt	For	For	For
Elect Director Vincent Roche	Mgmt	For	For	For
Elect Director James A. Champy	Mgmt	For	For	For
Elect Director Anantha P. Chandrakasan	Mgmt	For	For	For
Elect Director Tunc Doluca	Mgmt	For	For	For
Elect Director Bruce R. Evans	Mgmt	For	For	For
Elect Director Edward H. Frank	Mgmt	For	For	For
Elect Director Laurie H. Glimcher	Mgmt	For	For	For
Elect Director Karen M. Golz	Mgmt	For	For	For
Elect Director Mercedes Johnson	Mgmt	For	For	For
Elect Director Kenton J. Sicchitano	Mgmt	For	For	For
Elect Director Susie Wee	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ferguson Plc

Meeting Date: 03/10/2022

Meeting Type: Special

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For

The Cooper Companies, Inc.

Meeting Date: 03/16/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Colleen E. Jay	Mgmt	For	For	
Elect Director William A. Kozy	Mgmt	For	For	
Elect Director Jody S. Lindell	Mgmt	For	For	
Elect Director Teresa S. Madden	Mgmt	For	For	
Elect Director Gary S. Petersmeyer	Mgmt	For	For	
Elect Director Maria Rivas	Mgmt	For	For	
Elect Director Robert S. Weiss	Mgmt	For	For	
Elect Director Albert G. White, III	Mgmt	For	For	
Ratify KPMG LLP as Auditors	Mgmt	For	For	
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	

Keysight Technologies, Inc.

Meeting Date: 03/17/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director James G. Cullen	Mgmt	For	For	For
Elect Director Michelle J. Holthaus	Mgmt	For	For	For
Elect Director Jean M. Nye	Mgmt	For	For	For
Elect Director Joanne B. Olsen	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Declassify the Board of Directors	Mgmt	For	For	For

Adobe Inc.

Meeting Date: 04/14/2022

Meeting Type: Annual

Adobe Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Amy Banse	Mgmt	For	For	For
Elect Director Brett Biggs	Mgmt	For	For	For
Elect Director Melanie Boulden	Mgmt	For	For	For
Elect Director Frank Calderoni	Mgmt	For	For	For
Elect Director Laura Desmond	Mgmt	For	For	For
Elect Director Shantanu Narayen	Mgmt	For	For	For
Elect Director Spencer Neumann	Mgmt	For	For	For
Elect Director Kathleen Oberg	Mgmt	For	For	For
Elect Director Dheeraj Pandey	Mgmt	For	For	For
Elect Director David Ricks	Mgmt	For	For	For
Elect Director Daniel Rosensweig	Mgmt	For	For	For
Elect Director John Warnock	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

EOG Resources, Inc.

Meeting Date: 04/20/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Janet F. Clark	Mgmt	For	For	For
Elect Director Charles R. Crisp	Mgmt	For	For	For
Elect Director Robert P. Daniels	Mgmt	For	For	For
Elect Director James C. Day	Mgmt	For	For	For
Elect Director C. Christopher Gaut	Mgmt	For	For	For
Elect Director Michael T. Kerr	Mgmt	For	For	For
Elect Director Julie J. Robertson	Mgmt	For	For	For
Elect Director Donald F. Textor	Mgmt	For	For	For
Elect Director William R. Thomas	Mgmt	For	For	For
Elect Director Ezra Y. Yacob	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

EOG Resources, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Sherwin-Williams Company

Meeting Date: 04/20/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Kerri B. Anderson	Mgmt	For	For	For
Elect Director Arthur F. Anton	Mgmt	For	For	For
Elect Director Jeff M. Fettig	Mgmt	For	For	For
Elect Director Richard J. Kramer	Mgmt	For	For	For
Elect Director John G. Morikis	Mgmt	For	For	For
Elect Director Christine A. Poon	Mgmt	For	For	For
Elect Director Aaron M. Powell	Mgmt	For	For	For
Elect Director Marta R. Stewart	Mgmt	For	For	For
Elect Director Michael H. Thaman	Mgmt	For	For	For
Elect Director Matthew Thornton, III	Mgmt	For	For	For
Elect Director Steven H. Wunning	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 04/26/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director W. Lance Conn	Mgmt	For	Against	Against
Elect Director Kim C. Goodman	Mgmt	For	For	For
Elect Director Craig A. Jacobson	Mgmt	For	For	For
Elect Director Gregory B. Maffei	Mgmt	For	Against	For
Elect Director John D. Markley, Jr.	Mgmt	For	For	For

Charter Communications, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director David C. Merritt	Mgmt	For	For	For
Elect Director James E. Meyer	Mgmt	For	For	For
Elect Director Steven A. Miron	Mgmt	For	Against	For
Elect Director Balan Nair	Mgmt	For	For	For
Elect Director Michael A. Newhouse	Mgmt	For	For	For
Elect Director Mauricio Ramos	Mgmt	For	Against	For
Elect Director Thomas M. Rutledge	Mgmt	For	For	For
Elect Director Eric L. Zinterhofer	Mgmt	For	Against	Against
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Report on Lobbying Payments and Policy	SH	Against	For	For
Require Independent Board Chair	SH	Against	For	For
Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
Disclose Climate Action Plan and GHG Emissions Reduction Targets	SH	Against	For	For
Adopt Policy to Annually Disclose EEO-1 Data	SH	Against	For	For
Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For	For

MSCI Inc.

Meeting Date: 04/26/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Henry A. Fernandez	Mgmt	For	For	
Elect Director Robert G. Ashe	Mgmt	For	For	
Elect Director Wayne Edmunds	Mgmt	For	For	
Elect Director Catherine R. Kinney	Mgmt	For	For	
Elect Director Jacques P. Perold	Mgmt	For	For	
Elect Director Sandy C. Rattray	Mgmt	For	For	
Elect Director Linda H. Riefler	Mgmt	For	For	
Elect Director Marcus L. Smith	Mgmt	For	For	
Elect Director Rajat Taneja	Mgmt	For	For	
Elect Director Paula Volent	Mgmt	For	For	

MSCI Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	

Alcon Inc.

Meeting Date: 04/27/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Discharge of Board and Senior Management	Mgmt	For	For	For
Approve Allocation of Income and Dividends of CHF 0.20 per Share	Mgmt	For	For	For
Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	Mgmt	For	For	For
Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
Reelect Lynn Bleil as Director	Mgmt	For	For	For
Reelect Arthur Cummings as Director	Mgmt	For	For	For
Reelect David Endicott as Director	Mgmt	For	For	For
Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
Reelect Keith Grossman as Director	Mgmt	For	For	For
Reelect Scott Maw as Director	Mgmt	For	For	For
Reelect Karen May as Director	Mgmt	For	For	For
Reelect Ines Poeschel as Director	Mgmt	For	For	For
Reelect Dieter Spaelti as Director	Mgmt	For	For	For
Elect Raquel Bono as Director	Mgmt	For	For	For
Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For

Alcon Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
Appoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	Mgmt	For	For	For
Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
Transact Other Business (Voting)	Mgmt	For	Against	Against

Texas Instruments Incorporated

Meeting Date: 04/28/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mark A. Blinn	Mgmt	For	For	For
Elect Director Todd M. Bluedorn	Mgmt	For	For	For
Elect Director Janet F. Clark	Mgmt	For	For	For
Elect Director Carrie S. Cox	Mgmt	For	For	For
Elect Director Martin S. Craighead	Mgmt	For	For	For
Elect Director Jean M. Hobby	Mgmt	For	For	For
Elect Director Michael D. Hsu	Mgmt	For	For	For
Elect Director Haviv Ilan	Mgmt	For	For	For
Elect Director Ronald Kirk	Mgmt	For	For	For
Elect Director Pamela H. Patsley	Mgmt	For	For	For
Elect Director Robert E. Sanchez	Mgmt	For	For	For
Elect Director Richard K. Templeton	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against

Agnico Eagle Mines Limited

Meeting Date: 04/29/2022

Meeting Type: Annual/Special

Agnico Eagle Mines Limited

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Leona Aglukkaq	Mgmt	For	For	
Elect Director Ammar Al-Joundi	Mgmt	For	For	
Elect Director Sean Boyd	Mgmt	For	For	
Elect Director Martine A. Celej	Mgmt	For	For	
Elect Director Robert J. Gemmell	Mgmt	For	For	
Elect Director Jonathan Gill	Mgmt	For	For	
Elect Director Peter Grosskopf	Mgmt	For	For	
Elect Director Elizabeth Lewis-Gray	Mgmt	For	For	
Elect Director Deborah McCombe	Mgmt	For	For	
Elect Director Jeffrey Parr	Mgmt	For	For	
Elect Director John Merfyn Roberts	Mgmt	For	For	
Elect Director Jamie C. Sokalsky	Mgmt	For	For	
Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	
Amend Incentive Share Purchase Plan	Mgmt	For	For	
Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	

Berkshire Hathaway Inc.

Meeting Date: 04/30/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Warren E. Buffett	Mgmt	For	For	For
Elect Director Charles T. Munger	Mgmt	For	For	For
Elect Director Gregory E. Abel	Mgmt	For	For	For
Elect Director Howard G. Buffett	Mgmt	For	For	For
Elect Director Susan A. Buffett	Mgmt	For	For	For
Elect Director Stephen B. Burke	Mgmt	For	Withhold	For
Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	For
Elect Director Christopher C. Davis	Mgmt	For	For	For
Elect Director Susan L. Decker	Mgmt	For	Withhold	For

Berkshire Hathaway Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director David S. Gottesman	Mgmt	For	Withhold	For
Elect Director Charlotte Guyman	Mgmt	For	Withhold	For
Elect Director Ajit Jain	Mgmt	For	For	For
Elect Director Ronald L. Olson	Mgmt	For	For	For
Elect Director Wallace R. Weitz	Mgmt	For	For	For
Elect Director Meryl B. Witmer	Mgmt	For	For	For
Require Independent Board Chair	SH	Against	For	Against
Report on Climate-Related Risks and Opportunities	SH	Against	For	For
Report on GHG Emissions Reduction Targets	SH	Against	For	For
Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Against	For	For

TopBuild Corp.

Meeting Date: 05/02/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Alec C. Covington	Mgmt	For	For	For
Elect Director Ernesto Bautista, III	Mgmt	For	For	For
Elect Director Robert M. Buck	Mgmt	For	For	For
Elect Director Joseph S. Cantie	Mgmt	For	For	For
Elect Director Tina M. Donikowski	Mgmt	For	For	For
Elect Director Mark A. Petrarca	Mgmt	For	For	For
Elect Director Nancy M. Taylor	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Pool Corporation

Meeting Date: 05/03/2022

Meeting Type: Annual

Pool Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Peter D. Arvan	Mgmt	For	For	For
Elect Director Martha 'Marty' S. Gervasi	Mgmt	For	For	For
Elect Director Timothy M. Graven	Mgmt	For	For	For
Elect Director Debra S. Oler	Mgmt	For	For	For
Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
Elect Director Harlan F. Seymour	Mgmt	For	For	For
Elect Director Robert C. Sledd	Mgmt	For	For	For
Elect Director John E. Stokely	Mgmt	For	For	For
Elect Director David G. Whalen	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 05/04/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Marco Alvera	Mgmt	For	For	For
Elect Director Jacques Esculier	Mgmt	For	For	For
Elect Director Gay Huey Evans	Mgmt	For	For	For
Elect Director William D. Green	Mgmt	For	For	For
Elect Director Stephanie C. Hill	Mgmt	For	For	For
Elect Director Rebecca Jacoby	Mgmt	For	For	For
Elect Director Robert P. Kelly	Mgmt	For	For	For
Elect Director Ian Paul Livingston	Mgmt	For	For	For
Elect Director Deborah D. McWhinney	Mgmt	For	For	For
Elect Director Maria R. Morris	Mgmt	For	For	For
Elect Director Douglas L. Peterson	Mgmt	For	For	For
Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For
Elect Director Richard E. Thornburgh	Mgmt	For	For	For
Elect Director Gregory Washington	Mgmt	For	For	For

S&P Global Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Arthur J. Gallagher & Co.

Meeting Date: 05/10/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Sherry S. Barrat	Mgmt	For	For	For
Elect Director William L. Bax	Mgmt	For	For	For
Elect Director Teresa H. Clarke	Mgmt	For	For	For
Elect Director D. John Coldman	Mgmt	For	For	For
Elect Director J. Patrick Gallagher, Jr.	Mgmt	For	For	For
Elect Director David S. Johnson	Mgmt	For	For	For
Elect Director Kay W. McCurdy	Mgmt	For	For	For
Elect Director Christopher C. Miskel	Mgmt	For	For	For
Elect Director Ralph J. Nicoletti	Mgmt	For	For	For
Elect Director Norman L. Rosenthal	Mgmt	For	For	For
Approve Omnibus Stock Plan	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Danaher Corporation

Meeting Date: 05/10/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Rainer M. Blair	Mgmt	For	For	For
Elect Director Linda Filler	Mgmt	For	For	For
Elect Director Teri List	Mgmt	For	Against	For
Elect Director Walter G. Lohr, Jr.	Mgmt	For	Against	For

Danaher Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jessica L. Mega	Mgmt	For	For	For
Elect Director Mitchell P. Rales	Mgmt	For	For	For
Elect Director Steven M. Rales	Mgmt	For	For	For
Elect Director Pardis C. Sabeti	Mgmt	For	For	For
Elect Director A. Shane Sanders	Mgmt	For	Against	For
Elect Director John T. Schwieters	Mgmt	For	Against	Against
Elect Director Alan G. Spoon	Mgmt	For	For	For
Elect Director Raymond C. Stevens	Mgmt	For	For	For
Elect Director Elias A. Zerhouni	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against

Martin Marietta Materials, Inc.

Meeting Date: 05/12/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Dorothy M. Ables	Mgmt	For	For	For
Elect Director Sue W. Cole	Mgmt	For	For	For
Elect Director Smith W. Davis	Mgmt	For	For	For
Elect Director Anthony R. Foxx	Mgmt	For	For	For
Elect Director John J. Koraleski	Mgmt	For	For	For
Elect Director C. Howard Nye	Mgmt	For	For	For
Elect Director Laree E. Perez	Mgmt	For	For	For
Elect Director Thomas H. Pike	Mgmt	For	For	For
Elect Director Michael J. Quillen	Mgmt	For	For	For
Elect Director Donald W. Slager	Mgmt	For	For	For
Elect Director David C. Wajsgas	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Union Pacific Corporation

Meeting Date: 05/12/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director William J. DeLaney	Mgmt	For	For	For
Elect Director David B. Dillon	Mgmt	For	For	For
Elect Director Sheri H. Edison	Mgmt	For	For	For
Elect Director Teresa M. Finley	Mgmt	For	For	For
Elect Director Lance M. Fritz	Mgmt	For	For	For
Elect Director Deborah C. Hopkins	Mgmt	For	For	For
Elect Director Jane H. Lute	Mgmt	For	For	For
Elect Director Michael R. McCarthy	Mgmt	For	For	For
Elect Director Jose H. Villarreal	Mgmt	For	For	For
Elect Director Christopher J. Williams	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/13/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Sharon Y. Bowen	Mgmt	For	For	For
Elect Director Shantella E. Cooper	Mgmt	For	For	For
Elect Director Duriya M. Farooqui	Mgmt	For	For	For
Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
Elect Director Mark F. Mulhern	Mgmt	For	For	For
Elect Director Thomas E. Noonan	Mgmt	For	For	For
Elect Director Caroline L. Silver	Mgmt	For	For	For
Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
Elect Director Judith A. Sprieser	Mgmt	For	For	For
Elect Director Martha A. Tirinanzi	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Approve Omnibus Stock Plan	Mgmt	For	For	For
Approve Non-Employee Director Stock Option Plan	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For	Against

Waste Connections, Inc.

Meeting Date: 05/13/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Ronald J. Mittelstaedt	Mgmt	For	For	For
Elect Director Edward E. "Ned" Guillet	Mgmt	For	For	For
Elect Director Michael W. Harlan	Mgmt	For	For	For
Elect Director Larry S. Hughes	Mgmt	For	For	For
Elect Director Worthing F. Jackman	Mgmt	For	For	For
Elect Director Elise L. Jordan	Mgmt	For	For	For
Elect Director Susan "Sue" Lee	Mgmt	For	For	For
Elect Director William J. Razzouk	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

CBRE Group, Inc.

Meeting Date: 05/18/2022

Meeting Type: Annual

CBRE Group, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Brandon B. Boze	Mgmt	For	For	For
Elect Director Beth F. Cobert	Mgmt	For	For	For
Elect Director Reginald H. Gilyard	Mgmt	For	For	For
Elect Director Shira D. Goodman	Mgmt	For	Against	For
Elect Director Christopher T. Jenny	Mgmt	For	Against	For
Elect Director Gerardo I. Lopez	Mgmt	For	For	For
Elect Director Susan Meaney	Mgmt	For	For	For
Elect Director Oscar Munoz	Mgmt	For	For	For
Elect Director Robert E. Sulentic	Mgmt	For	For	For
Elect Director Sanjiv Yajnik	Mgmt	For	Against	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Amend Omnibus Stock Plan	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against

Fiserv, Inc.

Meeting Date: 05/18/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Frank J. Bisignano	Mgmt	For	For	For
Elect Director Alison Davis	Mgmt	For	For	For
Elect Director Henrique de Castro	Mgmt	For	For	For
Elect Director Harry F. DiSimone	Mgmt	For	For	For
Elect Director Dylan G. Haggart	Mgmt	For	For	For
Elect Director Wafaa Mamilli	Mgmt	For	For	For
Elect Director Heidi G. Miller	Mgmt	For	For	For
Elect Director Doyle R. Simons	Mgmt	For	For	For
Elect Director Kevin M. Warren	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fiserv, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Against

Ross Stores, Inc.

Meeting Date: 05/18/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director K. Gunnar Bjorklund	Mgmt	For	For	For
Elect Director Michael J. Bush	Mgmt	For	For	For
Elect Director Sharon D. Garrett	Mgmt	For	For	For
Elect Director Michael J. Hartshorn	Mgmt	For	For	For
Elect Director Stephen D. Milligan	Mgmt	For	For	For
Elect Director Patricia H. Mueller	Mgmt	For	For	For
Elect Director George P. Orban	Mgmt	For	For	For
Elect Director Larree M. Renda	Mgmt	For	For	For
Elect Director Barbara Rentler	Mgmt	For	For	For
Elect Director Doniel N. Sutton	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Thermo Fisher Scientific Inc.

Meeting Date: 05/18/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Marc N. Casper	Mgmt	For	For	For
Elect Director Nelson J. Chai	Mgmt	For	For	For
Elect Director Ruby R. Chandy	Mgmt	For	For	For
Elect Director C. Martin Harris	Mgmt	For	For	For

Thermo Fisher Scientific Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Tyler Jacks	Mgmt	For	For	For
Elect Director R. Alexandra Keith	Mgmt	For	For	For
Elect Director Jim P. Manzi	Mgmt	For	For	For
Elect Director James C. Mullen	Mgmt	For	For	For
Elect Director Lars R. Sorensen	Mgmt	For	For	For
Elect Director Debora L. Spar	Mgmt	For	For	For
Elect Director Scott M. Sperling	Mgmt	For	For	For
Elect Director Dion J. Weisler	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/19/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Anthony K. Anderson	Mgmt	For	For	For
Elect Director Hafize Gaye Erkan	Mgmt	For	For	For
Elect Director Oscar Fanjul	Mgmt	For	For	For
Elect Director Daniel S. Glaser	Mgmt	For	For	For
Elect Director H. Edward Hanway	Mgmt	For	For	For
Elect Director Deborah C. Hopkins	Mgmt	For	For	For
Elect Director Tamara Ingram	Mgmt	For	For	For
Elect Director Jane H. Lute	Mgmt	For	For	For
Elect Director Steven A. Mills	Mgmt	For	For	For
Elect Director Bruce P. Nolop	Mgmt	For	For	For
Elect Director Morton O. Schapiro	Mgmt	For	For	For
Elect Director Lloyd M. Yates	Mgmt	For	For	For
Elect Director R. David Yost	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For

The Home Depot, Inc.

Meeting Date: 05/19/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Gerard J. Arpey	Mgmt	For	For	For
Elect Director Ari Bousbib	Mgmt	For	For	For
Elect Director Jeffery H. Boyd	Mgmt	For	For	For
Elect Director Gregory D. Brenneman	Mgmt	For	For	For
Elect Director J. Frank Brown	Mgmt	For	For	For
Elect Director Albert P. Carey	Mgmt	For	For	For
Elect Director Edward P. Decker	Mgmt	For	For	For
Elect Director Linda R. Gooden	Mgmt	For	For	For
Elect Director Wayne M. Hewett	Mgmt	For	For	For
Elect Director Manuel Kadre	Mgmt	For	For	For
Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
Elect Director Craig A. Menear	Mgmt	For	For	For
Elect Director Paula Santilli	Mgmt	For	For	For
Elect Director Caryn Seidman-Becker	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Amend Omnibus Stock Plan	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Require Independent Board Chair	SH	Against	Against	Against
Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Against
Report on Steps to Improve Gender and Racial Equity on the Board	SH	Against	Against	Against
Report on Efforts to Eliminate Deforestation in Supply Chain	SH	Against	For	For
Oversee and Report a Racial Equity Audit	SH	Against	For	Against

Amazon.com, Inc.

Meeting Date: 05/25/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
Elect Director Andrew R. Jassy	Mgmt	For	For	For
Elect Director Keith B. Alexander	Mgmt	For	For	For
Elect Director Edith W. Cooper	Mgmt	For	For	For
Elect Director Jamie S. Gorelick	Mgmt	For	For	For
Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
Elect Director Judith A. McGrath	Mgmt	For	For	For
Elect Director Indra K. Nooyi	Mgmt	For	For	For
Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
Elect Director Wendell P. Weeks	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Approve 20:1 Stock Split	Mgmt	For	For	For
Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Against	Against	Against
Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	SH	Against	For	For
Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	For
Report on Efforts to Reduce Plastic Use	SH	Against	For	For
Report on Worker Health and Safety Disparities	SH	Against	Against	Against
Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against	Against
Report on Charitable Contributions	SH	Against	Against	Against
Publish a Tax Transparency Report	SH	Against	Against	Against
Report on Protecting the Rights of Freedom of Association and Collective Bargaining	SH	Against	For	For
Report on Lobbying Payments and Policy	SH	Against	For	For
Require More Director Nominations Than Open Seats	SH	Against	Against	Against
Commission a Third Party Audit on Working Conditions	SH	Against	For	For
Report on Median Gender/Racial Pay Gap	SH	Against	For	Against

Amazon.com, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Oversee and Report a Racial Equity Audit *Withdrawn Resolution*	SH			
Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	Against

Installed Building Products, Inc.

Meeting Date: 05/26/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jeffrey W. Edwards	Mgmt	For	For	For
Elect Director Lawrence A. Hilsheimer	Mgmt	For	For	For
Elect Director Janet E. Jackson	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

McDonald's Corporation

Meeting Date: 05/26/2022

Meeting Type: Proxy Contest

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Management Proxy (White Proxy Card)	Mgmt			
Elect Director Lloyd Dean	Mgmt	For	For	Do Not Vote
Elect Director Robert Eckert	Mgmt	For	For	Do Not Vote
Elect Director Catherine Engelbert	Mgmt	For	For	Do Not Vote
Elect Director Margaret Georgiadis	Mgmt	For	For	Do Not Vote
Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	Do Not Vote
Elect Director Christopher Kempczinski	Mgmt	For	For	Do Not Vote
Elect Director Richard Lenny	Mgmt	For	For	Do Not Vote

McDonald's Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director John Mulligan	Mgmt	For	For	Do Not Vote
Elect Director Sheila Penrose	Mgmt	For	For	Do Not Vote
Elect Director John Rogers, Jr.	Mgmt	For	For	Do Not Vote
Elect Director Paul Walsh	Mgmt	For	For	Do Not Vote
Elect Director Miles White	Mgmt	For	For	Do Not Vote
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Do Not Vote
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	Do Not Vote
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Do Not Vote
Report on Efforts to Reduce Plastic Use	SH	Against	For	Do Not Vote
Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	SH	Against	Against	Do Not Vote
Report on Use of Gestation Stalls in Pork Supply Chain	SH	Against	Against	Do Not Vote
Report on Third-Party Civil Rights Audit	SH	Against	For	Do Not Vote
Report on Lobbying Payments and Policy	SH	Against	For	Do Not Vote
Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Do Not Vote
Dissident Proxy (Gold Proxy Card)	Mgmt			
Elect Director Leslie Samuelrich	SH	For	Do Not Vote	For
Elect Director Maisie Lucia Ganzler	SH	For	Do Not Vote	For
Management Nominee Lloyd Dean	SH	For	Do Not Vote	For
Management Nominee Robert Eckert	SH	For	Do Not Vote	For
Management Nominee Catherine Engelbert	SH	For	Do Not Vote	For
Management Nominee Margaret Georgiadis	SH	For	Do Not Vote	For
Management Nominee Enrique Hernandez, Jr.	SH	For	Do Not Vote	For
Management Nominee Christopher Kempczinski	SH	For	Do Not Vote	For
Management Nominee John Mulligan	SH	For	Do Not Vote	For
Management Nominee John Rogers, Jr.	SH	For	Do Not Vote	For

McDonald's Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Management Nominee Paul Walsh	SH	For	Do Not Vote	For
Management Nominee Miles White	SH	For	Do Not Vote	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Do Not Vote	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	Do Not Vote	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For	Do Not Vote	Against
Report on Efforts to Reduce Plastic Use	SH	For	Do Not Vote	For
Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	SH	For	Do Not Vote	For
Report on Use of Gestation Stalls in Pork Supply Chain	SH	For	Do Not Vote	For
Report on Third-Party Civil Rights Audit	SH	For	Do Not Vote	For
Report on Lobbying Payments and Policy	SH	For	Do Not Vote	For
Issue Transparency Report on Global Public Policy and Political Influence	SH	For	Do Not Vote	Against

NVIDIA Corporation

Meeting Date: 06/02/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert K. Burgess	Mgmt	For	For	For
Elect Director Tench Coxé	Mgmt	For	For	For
Elect Director John O. Dabiri	Mgmt	For	For	For
Elect Director Persis S. Drell	Mgmt	For	For	For
Elect Director Jen-Hsun Huang	Mgmt	For	For	For
Elect Director Dawn Hudson	Mgmt	For	For	For
Elect Director Harvey C. Jones	Mgmt	For	For	For
Elect Director Michael G. McCaffery	Mgmt	For	For	For
Elect Director Stephen C. Neal	Mgmt	For	For	For
Elect Director Mark L. Perry	Mgmt	For	For	For
Elect Director A. Brooke Seawell	Mgmt	For	For	For
Elect Director Aarti Shah	Mgmt	For	For	For

NVIDIA Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mark A. Stevens	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Increase Authorized Common Stock	Mgmt	For	For	For
Amend Omnibus Stock Plan	Mgmt	For	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/06/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Timothy P. Flynn	Mgmt	For	For	For
Elect Director Paul R. Garcia	Mgmt	For	For	For
Elect Director Stephen J. Hemsley	Mgmt	For	For	For
Elect Director Michele J. Hooper	Mgmt	For	For	For
Elect Director F. William McNabb, III	Mgmt	For	For	For
Elect Director Valerie C. Montgomery Rice	Mgmt	For	For	For
Elect Director John H. Noseworthy	Mgmt	For	For	For
Elect Director Andrew Witt	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Against
Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Against

Fortive Corporation

Meeting Date: 06/07/2022

Meeting Type: Annual

Fortive Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Daniel L. Comas	Mgmt	For	For	For
Elect Director Sharmistha Dubey	Mgmt	For	For	For
Elect Director Rejji P. Hayes	Mgmt	For	For	For
Elect Director Wright Lassiter, III	Mgmt	For	For	For
Elect Director James A. Lico	Mgmt	For	For	For
Elect Director Kate D. Mitchell	Mgmt	For	For	For
Elect Director Jeannine Sargent	Mgmt	For	For	For
Elect Director Alan G. Spoon	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Eliminate Supermajority Vote Requirements	Mgmt	For	For	For
Adopt Simple Majority Vote	SH	Against	For	For

CoStar Group, Inc.

Meeting Date: 06/09/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Michael R. Klein	Mgmt	For	For	For
Elect Director Andrew C. Florance	Mgmt	For	For	For
Elect Director Laura Cox Kaplan	Mgmt	For	For	For
Elect Director Michael J. Glosserman	Mgmt	For	For	For
Elect Director John W. Hill	Mgmt	For	For	For
Elect Director Robert W. Musslewhite	Mgmt	For	For	For
Elect Director Christopher J. Nassetta	Mgmt	For	For	For
Elect Director Louise S. Sams	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against

T-Mobile US, Inc.

Meeting Date: 06/15/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Marcelo Claire	Mgmt	For	Withhold	For
Elect Director Srikant M. Datar	Mgmt	For	For	For
Elect Director Bavan M. Holloway	Mgmt	For	For	For
Elect Director Timotheus Hottges	Mgmt	For	Withhold	For
Elect Director Christian P. Illek	Mgmt	For	Withhold	For
Elect Director Raphael Kubler	Mgmt	For	Withhold	For
Elect Director Thorsten Langheim	Mgmt	For	Withhold	For
Elect Director Dominique Leroy	Mgmt	For	Withhold	For
Elect Director Letitia A. Long	Mgmt	For	For	For
Elect Director G. Michael (Mike) Sievert	Mgmt	For	Withhold	For
Elect Director Teresa A. Taylor	Mgmt	For	For	For
Elect Director Omar Tazi	Mgmt	For	Withhold	For
Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Autodesk, Inc.

Meeting Date: 06/16/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Andrew Anagnost	Mgmt	For	For	For
Elect Director Karen Blasing	Mgmt	For	For	For
Elect Director Reid French	Mgmt	For	For	For
Elect Director Ayanna Howard	Mgmt	For	For	For
Elect Director Blake Irving	Mgmt	For	For	For
Elect Director Mary T. McDowell	Mgmt	For	For	For
Elect Director Stephen Milligan	Mgmt	For	For	For
Elect Director Lorrie M. Norrington	Mgmt	For	For	For
Elect Director Betsy Rafael	Mgmt	For	For	For
Elect Director Stacy J. Smith	Mgmt	For	For	For

Autodesk, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Approve Omnibus Stock Plan	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/21/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Merit E. Janow	Mgmt	For	For	For
Elect Director Candido Bracher	Mgmt	For	For	For
Elect Director Richard K. Davis	Mgmt	For	For	For
Elect Director Julius Genachowski	Mgmt	For	For	For
Elect Director Choon Phong Goh	Mgmt	For	For	For
Elect Director Oki Matsumoto	Mgmt	For	For	For
Elect Director Michael Miebach	Mgmt	For	For	For
Elect Director Youngme Moon	Mgmt	For	For	For
Elect Director Rima Qureshi	Mgmt	For	For	For
Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
Elect Director Jackson Tai	Mgmt	For	For	For
Elect Director Harit Talwar	Mgmt	For	For	For
Elect Director Lance Uggla	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Mgmt	For	For	For
Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	Against
Report on Political Contributions	SH	Against	Against	Against
Report on Charitable Contributions	SH	Against	Against	Against
Report on Risks Associated with Sale and Purchase of Ghost Guns	SH	Against	Against	Against

Cintas Corporation

Meeting Date: 10/25/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Gerald S. Adolph	Mgmt	For	For	For
Elect Director John F. Barrett	Mgmt	For	For	For
Elect Director Melanie W. Barstad	Mgmt	For	For	For
Elect Director Karen L. Carnahan	Mgmt	For	For	For
Elect Director Robert E. Coletti	Mgmt	For	For	For
Elect Director Scott D. Farmer	Mgmt	For	For	For
Elect Director Joseph Scaminace	Mgmt	For	For	For
Elect Director Todd M. Schneider	Mgmt	For	For	For
Elect Director Ronald W. Tysoe	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement for Business Combinations with Interested Persons	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement to Remove Directors for Cause	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement for Shareholder Approval of Mergers, Share Exchanges, Asset Sales and Dissolutions	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against
Report on Political Contributions	SH	Against	For	For

Ferguson Plc

Meeting Date: 11/30/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
Approve Final Dividend	Mgmt	For	For	For
Re-elect Kelly Baker as Director	Mgmt	For	For	For

Ferguson Plc

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Re-elect Bill Brundage as Director	Mgmt	For	For	For
Re-elect Geoff Drabble as Director	Mgmt	For	For	For
Re-elect Catherine Halligan as Director	Mgmt	For	For	For
Re-elect Brian May as Director	Mgmt	For	For	For
Re-elect Kevin Murphy as Director	Mgmt	For	For	For
Re-elect Alan Murray as Director	Mgmt	For	For	For
Re-elect Tom Schmitt as Director	Mgmt	For	For	For
Re-elect Nadia Shouraboura as Director	Mgmt	For	For	For
Re-elect Suzanne Wood as Director	Mgmt	For	For	For
Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
Authorise Issue of Equity	Mgmt	For	For	For
Approve Non-Employee Director Incentive Plan	Mgmt	For	For	For
Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
Adopt New Articles of Association	Mgmt	For	For	For

Microsoft Corporation

Meeting Date: 12/13/2022

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Reid G. Hoffman	Mgmt	For	For	For
Elect Director Hugh F. Johnston	Mgmt	For	For	For
Elect Director Teri L. List	Mgmt	For	For	For
Elect Director Satya Nadella	Mgmt	For	For	For
Elect Director Sandra E. Peterson	Mgmt	For	For	For
Elect Director Penny S. Pritzker	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
Elect Director Charles W. Scharf	Mgmt	For	For	For
Elect Director John W. Stanton	Mgmt	For	For	For
Elect Director John W. Thompson	Mgmt	For	For	For
Elect Director Emma N. Walmsley	Mgmt	For	For	For
Elect Director Padmasree Warrior	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against	Against
Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against
Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against	Against
Report on Government Use of Microsoft Technology	SH	Against	Against	Against
Report on Development of Products for Military	SH	Against	Against	Against
Report on Tax Transparency	SH	Against	Against	Against