

# Voting Records - 2023

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## **ADDITIONAL POINTS TO HIGHLIGHT:**

We vote in all meetings where we hold the right to, and in which we are invested at the time of the AGM.

Therefore, in line with our policy, we did not vote at the Amazon AGM because we had sold out of the holding at the time of voting.

We disclose full rationale of our significant votes in our Responsible Investment & Engagement reporting – please see our 1H 23 report [here](#), our 2H 23 report will be available on the website in due course.



REPORTING PERIOD: 01/01/2023 to 12/31/2023

**Intuit Inc.****Meeting Date:** 01/19/2023**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 Thomas Szkutak	Mgmt	For	For	For
Elect Director Raul Vazquez	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 Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

**Jacobs Solutions, Inc.****Meeting Date:** 01/24/2023**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
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

## Jacobs Solutions, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert A. McNamara	Mgmt	For	For	For
Elect Director Robert V. Pragada	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Amend Omnibus Stock Plan	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Air Products and Chemicals, Inc.

Meeting Date: 01/26/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Tonit M. Calaway	Mgmt	For	For	For
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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## Nordson Corporation

Meeting Date: 02/28/2023

Meeting Type: Annual

## Nordson Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Sundaram Nagarajan	Mgmt	For	For	For
Elect Director Michael J. Merriman, Jr.	Mgmt	For	For	For
Elect Director Milton M. Morris	Mgmt	For	For	For
Elect Director Mary G. Puma	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Reduce Supermajority Vote Requirement	Mgmt	For	For	For
Reduce Supermajority Vote Requirement for Matters Requiring Shareholder Approval under the Ohio Revised Code	Mgmt	For	For	For
Reduce Supermajority Vote Requirement for Certain Amendments to Regulations as set forth in Article IX	Mgmt	For	For	For
Amend Regulations to the Extent Permitted by Ohio law	Mgmt	For	For	For

## Analog Devices, Inc.

Meeting Date: 03/08/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Vincent Roche	Mgmt	For	For	For
Elect Director James A. Champy	Mgmt	For	For	For
Elect Director Andre Andonian	Mgmt	For	For	For
Elect Director Anantha P. Chandrakasan	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 Ray Stata	Mgmt	For	For	For

## Analog Devices, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Susie Wee	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
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Keysight Technologies, Inc.

Meeting Date: 03/16/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Satish C. Dhanasekaran	Mgmt	For	For	For
Elect Director Richard P. Hamada	Mgmt	For	For	For
Elect Director Paul A. Lacouture	Mgmt	For	For	For
Elect Director Kevin A. Stephens	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

## AECOM

Meeting Date: 03/31/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Bradley W. Buss	Mgmt	For	For	For
Elect Director Lydia H. Kennard	Mgmt	For	For	For
Elect Director Kristy Pipes	Mgmt	For	For	For
Elect Director Troy Rudd	Mgmt	For	For	For
Elect Director Douglas W. Stotlar	Mgmt	For	For	For
Elect Director Daniel R. Tishman	Mgmt	For	For	For
Elect Director Sander van't Noordende	Mgmt	For	For	For
Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For

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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

**The Sherwin-Williams Company**

Meeting Date: 04/19/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Kerrii B. Anderson	Mgmt	For	For	For
Elect Director Arthur F. Anton	Mgmt	For	For	For
Elect Director Jeff M. Feltig	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
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
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

**Canadian National Railway Company**

Meeting Date: 04/25/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Shauneen Bruder	Mgmt	For	For	For
Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For
Elect Director David Freeman	Mgmt	For	For	For
Elect Director Denise Gray	Mgmt	For	For	For

## Canadian National Railway Company

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Justin M. Howell	Mgmt	For	For	For
Elect Director Susan C. Jones	Mgmt	For	For	For
Elect Director Robert Knight	Mgmt	For	For	For
Elect Director Michel Letellier	Mgmt	For	For	For
Elect Director Margaret A. McKenzie	Mgmt	For	For	For
Elect Director Al Monaco	Mgmt	For	For	For
Elect Director Tracy Robinson	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
Management Advisory Vote on Climate Change	Mgmt	For	For	For

## West Pharmaceutical Services, Inc.

Meeting Date: 04/25/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mark A. Buthman	Mgmt	For	For	For
Elect Director William F. Feehery	Mgmt	For	For	For
Elect Director Robert F. Friel	Mgmt	For	For	For
Elect Director Eric M. Green	Mgmt	For	For	For
Elect Director Thomas W. Hofmann	Mgmt	For	For	For
Elect Director Molly E. Joseph	Mgmt	For	For	For
Elect Director Deborah L. V. Keller	Mgmt	For	For	For
Elect Director Myla P. Lai-Goldman	Mgmt	For	For	For
Elect Director Stephen H. Lockhart	Mgmt	For	For	For
Elect Director Douglas A. Michels	Mgmt	For	For	For
Elect Director Paolo Pucci	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Amend Bylaws	SH	Against	Against	Against

# Teledyne Technologies Incorporated

Meeting Date: 04/26/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Kenneth C. Dahlberg	Mgmt	For	For	For
Elect Director Michelle A. Kumbier	Mgmt	For	For	For
Elect Director Robert A. Malone	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

# W.W. Grainger, Inc.

Meeting Date: 04/26/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Rodney C. Adkins	Mgmt	For	For	For
Elect Director V. Ann Hailey	Mgmt	For	For	For
Elect Director Katherine D. Jaspon	Mgmt	For	For	For
Elect Director Stuart L. Levenick	Mgmt	For	For	For
Elect Director D.G. Macpherson	Mgmt	For	For	For
Elect Director Neil S. Novich	Mgmt	For	For	For
Elect Director Beatriz R. Perez	Mgmt	For	For	For
Elect Director E. Scott Santi	Mgmt	For	For	For
Elect Director Susan Slavik Williams	Mgmt	For	For	For
Elect Director Lucas E. Watson	Mgmt	For	For	For
Elect Director Steven A. White	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year



## Texas Instruments Incorporated

Meeting Date: 04/27/2023

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 Curtis C. Farmer	Mgmt	For	For	For
Elect Director Jean M. Hobby	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
Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
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
Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	For

## TopBuild Corp.

Meeting Date: 05/01/2023

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

## TopBuild Corp.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Joseph S. Cantie	Mgmt	For	For	For
Elect Director Tina M. Donikowski	Mgmt	For	For	For
Elect Director Deirdre C. Drake	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

## Pool Corporation

Meeting Date: 05/03/2023

Meeting Type: Annual

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 James "Jim" D. Hope	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 Carlos A. Sabater	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## S&P Global Inc.

Meeting Date: 05/03/2023

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 Richard E. Thornburgh	Mgmt	For	For	For
Elect Director Gregory Washington	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
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

United Rentals, Inc.

Meeting Date: 05/04/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jose B. Alvarez	Mgmt	For	For	For
Elect Director Marc A. Bruno	Mgmt	For	For	For
Elect Director Larry D. De Shon	Mgmt	For	For	For
Elect Director Matthew J. Flannery	Mgmt	For	For	For
Elect Director Bobby J. Griffin	Mgmt	For	For	For
Elect Director Kim Harris Jones	Mgmt	For	For	For
Elect Director Terri L. Kelly	Mgmt	For	For	For
Elect Director Michael J. Kneeland	Mgmt	For	For	For

## United Rentals, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Francisco J. Lopez-Balboa	Mgmt	For	For	For
Elect Director Gracia C. Martore	Mgmt	For	For	For
Elect Director Shiv Singh	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	Mgmt	For	For	For
Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	SH	Against	For	Against

## Alcon Inc.

Meeting Date: 05/05/2023

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 0.21 per Share	Mgmt	For	For	For
Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
Approve Remuneration of Executive Committee in the Amount of CHF 41.9 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 Raquel Bono 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

## Alcon Inc.

<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>ISS Rec</b>	<b>Vote Instruction</b>
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
Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	For
Amend Articles Re: Conversion of Shares; Subscription Rights	Mgmt	For	For	For
Amend Articles Re: General Meetings	Mgmt	For	For	For
Amend Articles Re: Board Meetings; Powers of the Board of Directors	Mgmt	For	For	For
Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
Transact Other Business (Voting)	Mgmt	For	Against	Against

## Berkshire Hathaway Inc.

Meeting Date: 05/06/2023

Meeting Type: Annual

<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>ISS Rec</b>	<b>Vote Instruction</b>
Elect Director Warren E. Buffett	Mgmt	For	For	For
Elect Director Charles T. Munger	Mgmt	For	For	For

## Berkshire Hathaway Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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
Elect Director Charlotte Guyman	Mgmt	For	Withhold	For
Elect Director Ajit Jain	Mgmt	For	For	For
Elect Director Thomas S. Murphy, Jr.	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
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
Report on Physical and Transitional Climate-Related Risks and Opportunities	SH	Against	For	For
Report on Audit Committee's Oversight on Climate Risks and Disclosures	SH	Against	For	For
Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	SH	Against	For	For
Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
Require Independent Board Chair	SH	Against	For	Against
Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against	Against

## Arthur J. Gallagher & Co.

Meeting Date: 05/09/2023

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

## Arthur J. Gallagher & Co.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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 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
Ratify Ernst & Young 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
Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	For	For	For

## Danaher Corporation

Meeting Date: 05/09/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Rainer M. Blair	Mgmt	For	For	For
Elect Director Feroz Dewan	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	For	For
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	Against	For
Elect Director Elias A. Zerhouni	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Danaher Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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
Require Independent Board Chair	SH	Against	For	Against
Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

## Martin Marietta Materials, Inc.

Meeting Date: 05/11/2023

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 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. Wajsgras	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

## Tractor Supply Company

Meeting Date: 05/11/2023

Meeting Type: Annual



## Tractor Supply Company

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Joy Brown	Mgmt	For	For	For
Elect Director Ricardo Cardenas	Mgmt	For	For	For
Elect Director Andre Hawaux	Mgmt	For	For	For
Elect Director Denise L. Jackson	Mgmt	For	For	For
Elect Director Ramkumar Krishnan	Mgmt	For	For	For
Elect Director Edna K. Morris	Mgmt	For	For	For
Elect Director Mark J. Weikel	Mgmt	For	For	For
Elect Director Harry A. Lawton, III	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## ConocoPhillips

Meeting Date: 05/16/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Dennis V. Arriola	Mgmt	For	For	For
Elect Director Jody Freeman	Mgmt	For	For	For
Elect Director Gay Huey Evans	Mgmt	For	For	For
Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
Elect Director Ryan M. Lance	Mgmt	For	For	For
Elect Director Timothy A. Leach	Mgmt	For	For	For
Elect Director William H. McRaven	Mgmt	For	For	For
Elect Director Sharmila Mulligan	Mgmt	For	For	For
Elect Director Eric D. Mullins	Mgmt	For	For	For
Elect Director Arjun N. Murti	Mgmt	For	For	For
Elect Director Robert A. Niblock	Mgmt	For	For	For
Elect Director David T. Seaton	Mgmt	For	For	For
Elect Director R.A. Walker	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## ConocoPhillips

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
Provide Right to Call Special Meeting	Mgmt	For	For	For
Approve Omnibus Stock Plan	Mgmt	For	For	For
Require Independent Board Chair	SH	Against	Against	For
Adopt Share Retention Policy For Senior Executives	SH	Against	For	Against
Report on Tax Transparency	SH	Against	Against	For
Report on Lobbying Payments and Policy	SH	Against	Against	Against

## CBRE Group, Inc.

Meeting Date: 05/17/2023

Meeting Type: Annual

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	For	For
Elect Director E.M. Blake Hutcheson	Mgmt	For	For	For
Elect Director Christopher T. Jenny	Mgmt	For	For	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	For	For
Ratify KPMG 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
Adopt Share Retention Policy For Senior Executives	SH	Against	For	Against

## CDW Corporation

Meeting Date: 05/18/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Virginia C. Addicott	Mgmt	For	For	For
Elect Director James A. Bell	Mgmt	For	For	For
Elect Director Lynda M. Clarizio	Mgmt	For	For	For
Elect Director Anthony R. Foxx	Mgmt	For	For	For
Elect Director Marc E. Jones	Mgmt	For	For	For
Elect Director Christine A. Leahy	Mgmt	For	For	For
Elect Director Sanjay Mehrotra	Mgmt	For	For	For
Elect Director David W. Nelms	Mgmt	For	For	For
Elect Director Joseph R. Swedish	Mgmt	For	For	For
Elect Director Donna F. Zarcone	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
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Provide Right to Call Special Meeting	Mgmt	For	For	For
Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

## Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Anthony K. Anderson	Mgmt	For	For	For
Elect Director John Q. Doyle	Mgmt	For	For	For
Elect Director Hafize Gaye Erkan	Mgmt	For	For	For
Elect Director Oscar Fanjul	Mgmt	For	For	For
Elect Director H. Edward Hanway	Mgmt	For	For	For
Elect Director Judith Hartmann	Mgmt	For	For	For
Elect Director Deborah C. Hopkins	Mgmt	For	For	For

## Marsh & McLennan Companies, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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 Ray G. Young	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

## The Charles Schwab Corporation

Meeting Date: 05/18/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Marianne C. Brown	Mgmt	For	For	For
Elect Director Frank C. Herringer	Mgmt	For	For	For
Elect Director Gerri K. Martin-Flickinger	Mgmt	For	For	For
Elect Director Todd M. Ricketts	Mgmt	For	For	For
Elect Director Carolyn Schwab-Pomerantz	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Report on Gender/Racial Pay Gap	SH	Against	For	For
Report on Risks Related to Discrimination Against Individuals Including Political Views	SH	Against	Against	Against

## Union Pacific Corporation

Meeting Date: 05/18/2023

Meeting Type: Annual

## Union Pacific Corporation

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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Require Independent Board Chair	SH	Against	Against	Against
Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
Adopt a Paid Sick Leave Policy	SH	Against	Against	For

## Zoetis Inc.

Meeting Date: 05/18/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Paul M. Bisaro	Mgmt	For	For	For
Elect Director Vanessa Broadhurst	Mgmt	For	For	For
Elect Director Frank A. D'Amelio	Mgmt	For	For	For
Elect Director Michael B. McCallister	Mgmt	For	For	For
Elect Director Gregory Norden	Mgmt	For	For	For
Elect Director Louise M. Parent	Mgmt	For	For	For
Elect Director Kristin C. Peck	Mgmt	For	For	For

## Zoetis Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert W. Scully	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Provide Right to Call Special Meeting	Mgmt	For	For	For
Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	Against

## Intercontinental Exchange, Inc.

Meeting Date: 05/19/2023

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. Tirinnanzi	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
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Amend Right to Call Special Meeting	SH	Against	Against	Against

## Waste Connections, Inc.

Meeting Date: 05/19/2023

Meeting Type: Annual

## Waste Connections, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Andrea E. Bertone	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 *Withdrawn Resolution*	Mgmt			
Elect Director Elise L. Jordan	Mgmt	For	For	For
Elect Director Susan "Sue" Lee	Mgmt	For	For	For
Elect Director Ronald J. Mittelstaedt	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

## Amazon.com, Inc.

Meeting Date: 05/24/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jeffrey P. Bezos	Mgmt	For	For	
Elect Director Andrew R. Jassy	Mgmt	For	For	
Elect Director Keith B. Alexander	Mgmt	For	For	
Elect Director Edith W. Cooper	Mgmt	For	Against	
Elect Director Jamie S. Gorelick	Mgmt	For	For	
Elect Director Daniel P. Huttenlocher	Mgmt	For	Against	
Elect Director Judith A. McGrath	Mgmt	For	Against	
Elect Director Indra K. Nooyi	Mgmt	For	For	
Elect Director Jonathan J. Rubinstein	Mgmt	For	For	
Elect Director Patricia Q. Stonesifer	Mgmt	For	For	
Elect Director Wendell P. Weeks	Mgmt	For	For	

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For	
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	
Amend Omnibus Stock Plan	Mgmt	For	For	
Report on Climate Risk in Retirement Plan Options	SH	Against	Against	
Report on Customer Due Diligence	SH	Against	For	
Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	Against	
Report on Government Take Down Requests	SH	Against	Against	
Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	
Publish a Tax Transparency Report	SH	Against	Against	
Report on Climate Lobbying	SH	Against	For	
Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	
Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against	
Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	
Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	
Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	
Report on Animal Welfare Standards	SH	Against	Against	
Establish a Public Policy Committee	SH	Against	Against	
Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	
Commission a Third Party Audit on Working Conditions	SH	Against	For	
Report on Efforts to Reduce Plastic Use	SH	Against	For	
Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	



## EOG Resources, Inc.

Meeting Date: 05/24/2023

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 Lynn A. Dugle	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 Ezra Y. Yacob	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Thermo Fisher Scientific Inc.

Meeting Date: 05/24/2023

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
Elect Director Tyler Jacks	Mgmt	For	For	For
Elect Director R. Alexandra Keith	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

## Thermo Fisher Scientific Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Amend Omnibus Stock Plan	Mgmt	For	For	For
Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

## Installed Building Products, Inc.

Meeting Date: 05/25/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Michael T. Miller	Mgmt	For	For	For
Elect Director Marchelle E. Moore	Mgmt	For	For	For
Elect Director Robert H. Schottenstein	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Approve Omnibus Stock Plan	Mgmt	For	For	For

## Royal Gold, Inc.

Meeting Date: 05/25/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Fabiana Chubbs	Mgmt	For	For	For
Elect Director Kevin McArthur	Mgmt	For	For	For
Elect Director Sybil Veenman	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

## Royal Gold, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

## Airbnb, Inc.

Meeting Date: 06/01/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Nathan Blecharczyk	Mgmt	For	Withhold	For
Elect Director Alfred Lin	Mgmt	For	Withhold	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Gartner, Inc.

Meeting Date: 06/01/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Peter E. Bisson	Mgmt	For	For	For
Elect Director Richard J. Bressler	Mgmt	For	For	For
Elect Director Raul E. Cesan	Mgmt	For	For	For
Elect Director Karen E. Dykstra	Mgmt	For	For	For
Elect Director Diana S. Ferguson	Mgmt	For	For	For
Elect Director Anne Sutherland Fuchs	Mgmt	For	For	For
Elect Director William O. Grabe	Mgmt	For	For	For
Elect Director Jose M. Gutierrez	Mgmt	For	For	For
Elect Director Eugene A. Hall	Mgmt	For	For	For
Elect Director Stephen G. Pagliuca	Mgmt	For	For	For
Elect Director Eileen M. Serra	Mgmt	For	For	For
Elect Director James C. Smith	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Gartner, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Amend Omnibus Stock Plan	Mgmt	For	For	For
Ratify KPMG LLP as Auditors	Mgmt	For	For	For

## UnitedHealth Group Incorporated

Meeting Date: 06/05/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Timothy Flynn	Mgmt	For	For	For
Elect Director Paul Garcia	Mgmt	For	For	For
Elect Director Kristen Gil	Mgmt	For	For	For
Elect Director Stephen Hemsley	Mgmt	For	For	For
Elect Director Michele Hooper	Mgmt	For	For	For
Elect Director F. William McNabb, III	Mgmt	For	For	For
Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
Elect Director John Noseworthy	Mgmt	For	For	For
Elect Director Andrew Witty	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
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Against
Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Against

## Fortive Corporation

Meeting Date: 06/06/2023

Meeting Type: Annual

<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>ISS Rec</b>	<b>Vote Instruction</b>
Elect Director Eric Branderiz	Mgmt	For	For	For
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	Against	For
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

**lululemon athletica inc.**

**Meeting Date:** 06/07/2023

**Meeting Type:** Annual

<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>ISS Rec</b>	<b>Vote Instruction</b>
Elect Director Michael Casey	Mgmt	For	For	For
Elect Director Glenn Murphy	Mgmt	For	For	For
Elect Director David Mussafer	Mgmt	For	For	For
Elect Director Isabel Mahe	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	None	One Year	One Year
Approve Omnibus Stock Plan	Mgmt	For	For	For

## CoStar Group, Inc.

Meeting Date: 06/08/2023

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 Michael J. Glosserman	Mgmt	For	For	For
Elect Director John W. Hill	Mgmt	For	For	For
Elect Director Laura Cox Kaplan	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against

## T-Mobile US, Inc.

Meeting Date: 06/16/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Andre Almeida	Mgmt	For	Withhold	For
Elect Director Marcelo Claire	Mgmt	For	Withhold	For
Elect Director Srikant M. Datar	Mgmt	For	For	For
Elect Director Srinivasan Gopalan	Mgmt	For	Withhold	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

## T-Mobile US, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director G. Michael Sievert	Mgmt	For	Withhold	For
Elect Director Teresa A. Taylor	Mgmt	For	For	For
Elect Director Kelvin R. Westbrook	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
Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
Approve Omnibus Stock Plan	Mgmt	For	For	For
Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

## Autodesk, Inc.

Meeting Date: 06/21/2023

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 Elizabeth (Betsy) Rafael	Mgmt	For	For	For
Elect Director Rami Rahim	Mgmt	For	For	For
Elect Director Stacy J. Smith	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## NVIDIA Corporation

Meeting Date: 06/22/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert K. Burgess	Mgmt	For	For	For
Elect Director Tench Coxo	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
Elect Director Mark A. Stevens	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
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Mastercard Incorporated

Meeting Date: 06/27/2023

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



## Mastercard Incorporated

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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 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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Report on Overseeing Risks Related to Discrimination	SH	Against	Against	Against
Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	Against	Against
Report on Lobbying Payments and Policy	SH	Against	For	For
Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against	Against
Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against	Against

## Liberty Media Corporation

Meeting Date: 07/17/2023

Meeting Type: Special

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Approve Spin-Off Agreement	Mgmt	For	For	For
Amend Certificate of Incorporation Re: Tracking Stock	Mgmt	For	For	For
Amend Certificate of Incorporation Re: Liberty SiriusXM Group Recapitalization	Mgmt	For	For	For
Amend Certificate of Incorporation Re: Formula One Group Recapitalization	Mgmt	For	For	For
Adjourn Meeting	Mgmt	For	For	For

Meeting Date: 07/27/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Esther M. Alegria	Mgmt	For	For	For
Elect Director Richard C. Breeden	Mgmt	For	For	For
Elect Director Daniel A. Carestio	Mgmt	For	For	For
Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
Elect Director Christopher S. Holland	Mgmt	For	For	For
Elect Director Jacqueline B. Kosecoff	Mgmt	For	For	For
Elect Director Paul E. Martin	Mgmt	For	For	For
Elect Director Nirav R. Shah	Mgmt	For	For	For
Elect Director Mohsen M. Sohi	Mgmt	For	For	For
Elect Director Richard M. Steeves	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	For	For
Authorise Board to Fix Remuneration of 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
Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	For	For	For

**Microchip Technology Incorporated**

Meeting Date: 08/22/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Matthew W. Chapman	Mgmt	For	For	For
Elect Director Karlton D. Johnson	Mgmt	For	For	For
Elect Director Wade F. Meyercord	Mgmt	For	For	For
Elect Director Ganesh Moorthy	Mgmt	For	For	For

## Microchip Technology Incorporated

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert A. Rango	Mgmt	For	For	For
Elect Director Karen M. Rapp	Mgmt	For	For	For
Elect Director Steve Sanghi	Mgmt	For	For	For
Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
Approve Nonqualified Employee Stock Purchase 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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	For

## Cintas Corporation

Meeting Date: 10/24/2023

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 Martin Mucci	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
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	Against

## Cintas Corporation

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

## KLA Corporation

Meeting Date: 11/01/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert Calderoni	Mgmt	For	For	For
Elect Director Jeneanne Hanley	Mgmt	For	For	For
Elect Director Emiko Higashi	Mgmt	For	For	For
Elect Director Kevin Kennedy	Mgmt	For	For	For
Elect Director Michael McMullen	Mgmt	For	For	For
Elect Director Gary Moore	Mgmt	For	For	For
Elect Director Marie Myers	Mgmt	For	For	For
Elect Director Victor Peng	Mgmt	For	For	For
Elect Director Robert Rango	Mgmt	For	For	For
Elect Director Richard Wallace	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
Approve Omnibus Stock Plan	Mgmt	For	For	For

## Ferguson Plc

Meeting Date: 11/28/2023

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Kelly Baker	Mgmt	For	For	For
Elect Director Bill Brundage	Mgmt	For	For	For
Elect Director Geoff Drabble	Mgmt	For	For	For

## Ferguson Plc

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Catherine Halligan	Mgmt	For	For	For
Elect Director Brian May	Mgmt	For	For	For
Elect Director James S. Metcalf	Mgmt	For	For	For
Elect Director Kevin Murphy	Mgmt	For	For	For
Elect Director Alan Murray	Mgmt	For	For	For
Elect Director Thomas Schmitt	Mgmt	For	For	For
Elect Director Nadia Shouraboura	Mgmt	For	For	For
Elect Director Suzanne Wood	Mgmt	For	For	For
Reappoint Deloitte LLP as Statutory Auditor	Mgmt	For	For	For
Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
Accept Financial Statements and Statutory Reports	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
Approve Omnibus Stock Plan	Mgmt	For	For	For
Authorise Issue of Equity	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, Financing, or Specified 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: 12/07/2023

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 Catherine MacGregor	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mark A. L. Mason	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
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 Emma N. Walmsley	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
Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
Report on Government Take Down Requests	SH	Against	Against	Against
Report on Risks of Weapons Development	SH	Against	Against	Against
Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
Publish a Tax Transparency Report	SH	Against	Against	For
Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against
Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against