

Voting Records - 2024

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 below three AGMs as we had sold out of, or were in the process of selling, our positions in these companies:

- Air Products and Chemicals
- Jacobs Solutions
- GFL Environmental

We disclose full rationale of our significant votes in our Responsible Investment & Engagement reporting – please see our 1H 24 report [here](#), our 2H 24 report will be available on the website in due course.

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 12/31/2024

Costco Wholesale Corporation

Meeting Date: 01/18/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Susan L. Decker	Mgmt	For	For	For
Elect Director Kenneth D. Denman	Mgmt	For	For	For
Elect Director Helena B. Foulkes	Mgmt	For	For	For
Elect Director Richard A. Galanti	Mgmt	For	For	For
Elect Director Hamilton E. James	Mgmt	For	For	For
Elect Director W. Craig Jelinek	Mgmt	For	For	For
Elect Director Sally Jewell	Mgmt	For	For	For
Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
Elect Director John W. Stanton	Mgmt	For	For	For
Elect Director Ron M. Vachris	Mgmt	For	For	For
Elect Director Mary Agnes (Maggie) Wilderotter	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
Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/18/2024

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

Intuit Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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 Ryan Roslansky	Mgmt	For	For	For
Elect Director Thomas Szkutak	Mgmt	For	For	For
Elect Director Raul Vazquez	Mgmt	For	For	For
Elect Director Eric S. Yuan	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 Omnibus Stock Plan	Mgmt	For	For	For
Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

Jacobs Solutions, Inc.

Meeting Date: 01/24/2024

Meeting Type: Annual

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

Jacobs Solutions, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Barbara L. Loughran	Mgmt	For	For	
Elect Director Robert A. McNamara	Mgmt	For	For	
Elect Director Louis V. Pinkham	Mgmt	For	For	
Elect Director Robert V. Pragada	Mgmt	For	For	
Elect Director Peter J. Robertson	Mgmt	For	For	
Elect Director Julie A. Sloat	Mgmt	For	For	
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	
Amend Charter to Provide for the Exculpation of Officers	Mgmt	For	For	
Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	Mgmt	For	For	
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	
Adopt Simple Majority Vote	SH	Against	For	

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Tonit M. Calaway	Mgmt	For	For	
Elect Director Charles Cogut	Mgmt	For	For	
Elect Director Lisa A. Davis	Mgmt	For	For	
Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	
Elect Director Jessica Trocchi Graziano	Mgmt	For	For	
Elect Director David H.Y. Ho	Mgmt	For	For	
Elect Director Edward L. Monser	Mgmt	For	For	
Elect Director Matthew H. Paull	Mgmt	For	For	
Elect Director Wayne T. Smith	Mgmt	For	For	

Air Products and Chemicals, Inc.

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

Accenture plc

Meeting Date: 01/31/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Jaime Ardila	Mgmt	For	For	For
Elect Director Martin Brudermuller	Mgmt	For	For	For
Elect Director Alan Jope	Mgmt	For	For	For
Elect Director Nancy McKinstry	Mgmt	For	For	For
Elect Director Beth E. Mooney	Mgmt	For	For	For
Elect Director Gilles C. Pelisson	Mgmt	For	For	For
Elect Director Paula A. Price	Mgmt	For	For	For
Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
Elect Director Arun Sarin	Mgmt	For	For	For
Elect Director Julie Sweet	Mgmt	For	For	For
Elect Director Tracey T. Travis	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Amend Omnibus Stock Plan	Mgmt	For	For	For
Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Analog Devices, Inc.

Meeting Date: 03/13/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Vincent Roche	Mgmt	For	For	For
Elect Director Stephen M. Jennings	Mgmt	For	For	For
Elect Director Andre Andonian	Mgmt	For	For	For
Elect Director James A. Champy	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 Peter B. Henry	Mgmt	For	For	For
Elect Director Mercedes Johnson	Mgmt	For	For	For
Elect Director Ray Stata	Mgmt	For	For	For
Elect Director Susie Wee	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Adopt Simple Majority Vote	SH	Against	For	For

Agilent Technologies, Inc.

Meeting Date: 03/14/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mala Anand	Mgmt	For	For	For
Elect Director Koh Boon Hwee	Mgmt	For	For	For
Elect Director Michael R. McMullen	Mgmt	For	For	For
Elect Director Daniel K. Podolsky	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Agilent Technologies, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Adopt Simple Majority Vote	SH	None	For	For

AECOM

Meeting Date: 03/19/2024

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 Derek J. Kerr	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
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/21/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Charles J. Dockendorff	Mgmt	For	For	For
Elect Director Ronald S. Nersesian	Mgmt	For	For	For

Keysight Technologies, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert A. Rango	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
Amend Omnibus Stock Plan	Mgmt	For	For	For
Amend Employee Stock Purchase Plan	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
Adopt Simple Majority Vote	SH	Against	For	For

The Sherwin-Williams Company

Meeting Date: 04/17/2024

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. Fettig	Mgmt	For	For	For
Elect Director John G. Morikis	Mgmt	For	For	For
Elect Director Heidi G. Petz	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 Thomas L. Williams	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
Adopt Simple Majority Vote	SH	Against	For	For

West Pharmaceutical Services, Inc.

Meeting Date: 04/23/2024

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
Eliminate Supermajority Transaction Requirement	Mgmt	For	For	For
Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Adopt Simple Majority Vote	SH	Against	For	For

Canadian Pacific Kansas City Limited

Meeting Date: 04/24/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Canadian Pacific Kansas City Limited

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Management Advisory Vote on Climate Change	Mgmt	For	For	For
Elect Director John Baird	Mgmt	For	For	For
Elect Director Isabelle Courville	Mgmt	For	For	For
Elect Director Keith E. Creel	Mgmt	For	For	For
Elect Director Antonio Garza	Mgmt	For	For	For
Elect Director Edward R. Hamberger	Mgmt	For	For	For
Elect Director Janet H. Kennedy	Mgmt	For	For	For
Elect Director Henry J. Maier	Mgmt	For	For	For
Elect Director Matthew H. Paull	Mgmt	For	For	For
Elect Director Jane L. Peverett	Mgmt	For	For	For
Elect Director Andrea Robertson	Mgmt	For	For	For
Elect Director Gordon T. Trafton	Mgmt	For	For	For
Shareholder Proposal	Mgmt			
SP 1: Adopt a Paid Sick Leave Policy	SH	Against	Against	Against

Teledyne Technologies Incorporated

Meeting Date: 04/24/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Denise R. Singleton	Mgmt	For	For	For
Elect Director Simon M. Lorne	Mgmt	For	For	For
Elect Director Vincent J. Morales	Mgmt	For	For	For
Elect Director Wesley W. von Schack	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
Declassify the Board of Directors	Mgmt	For	For	For

Teledyne Technologies Incorporated

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	For	For	For
Adopt Simple Majority Vote	SH	Against	For	For

CRH Plc

Meeting Date: 04/25/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Re-elect Richie Boucher as Director	Mgmt	For	For	For
Re-elect Caroline Dowling as Director	Mgmt	For	For	For
Re-elect Richard Fearon as Director	Mgmt	For	For	For
Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
Re-elect Shaun Kelly as Director	Mgmt	For	For	For
Re-elect Badar Khan as Director	Mgmt	For	For	For
Re-elect Lamar McKay as Director	Mgmt	For	For	For
Re-elect Albert Manifold as Director	Mgmt	For	For	For
Re-elect Jim Mintern as Director	Mgmt	For	For	For
Re-elect Gillian Platt as Director	Mgmt	For	For	For
Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
Re-elect Christina Verchere as Director	Mgmt	For	For	For
Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For
Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For
Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
Authorise Issue of Equity	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
Authorise Reissuance of Treasury Shares	Mgmt	For	For	For

Texas Instruments Incorporated

Meeting Date: 04/25/2024

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 Reginald DesRoches	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
Approve Omnibus Stock Plan	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	For

Texas Instruments Incorporated

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	For

Canadian National Railway Company

Meeting Date: 04/26/2024

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
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
Approve Advance Notice Requirement	Mgmt	For	For	For
Amend Long-Term Incentive Plan	Mgmt	For	For	For
Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
Management Advisory Vote on Climate Change	Mgmt	For	For	For
Shareholder Proposal	Mgmt			
SP 1: Adopt a Paid Sick Leave Policy	SH	Against	Against	Against

TopBuild Corp.

Meeting Date: 04/29/2024

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 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: 05/01/2024

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 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: 05/01/2024

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 P. Livingston	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
Amend Deferred Compensation Plan	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ecolab Inc.

Meeting Date: 05/02/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Judson B. Althoff	Mgmt	For	For	For
Elect Director Shari L. Ballard	Mgmt	For	For	For
Elect Director Christophe Beck	Mgmt	For	For	For
Elect Director Eric M. Green	Mgmt	For	For	For
Elect Director Arthur J. Higgins	Mgmt	For	For	For

Ecolab Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Michael Larson	Mgmt	For	For	For
Elect Director David W. MacLennan	Mgmt	For	For	For
Elect Director Tracy B. McKibben	Mgmt	For	For	For
Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
Elect Director Victoria J. Reich	Mgmt	For	For	For
Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
Elect Director John J. Zillmer	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
Require Independent Board Chair	SH	Against	Against	Against

Berkshire Hathaway Inc.

Meeting Date: 05/04/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Warren E. Buffett	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
Elect Director Charlotte Guyman	Mgmt	For	Withhold	For
Elect Director Ajit Jain	Mgmt	For	For	For
Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	For

Berkshire Hathaway Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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
Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For
Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	Against	For
Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
Establish a Railroad Safety Committee	SH	Against	Against	Against
Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Against	Against	Against
Report on Risks Related to Operations in China	SH	Against	Against	Against

Arthur J. Gallagher & Co.

Meeting Date: 05/07/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Sherry Barrat	Mgmt	For	For	For
Elect Director Deborah Caplan	Mgmt	For	For	For
Elect Director Teresa Clarke	Mgmt	For	For	For
Elect Director John Coldman	Mgmt	For	For	For
Elect Director Pat Gallagher	Mgmt	For	For	For
Elect Director David Johnson	Mgmt	For	For	For
Elect Director Chris Miskel	Mgmt	For	For	For
Elect Director Ralph Nicoletti	Mgmt	For	For	For
Elect Director Norman Rosenthal	Mgmt	For	For	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Arthur J. Gallagher & Co.

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

Alcon Inc.

Meeting Date: 05/08/2024

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 0.24 per Share	Mgmt	For	For	For
Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	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 43 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
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

Alcon Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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
Transact Other Business (Voting)	Mgmt	For	Against	Against

Tractor Supply Company

Meeting Date: 05/09/2024

Meeting Type: Annual

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 Meg Ham	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

United Rentals, Inc.

Meeting Date: 05/09/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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
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
Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against

ConocoPhillips

Meeting Date: 05/14/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Dennis V. Arriola	Mgmt	For	For	For
Elect Director Gay Huey Evans	Mgmt	For	For	For
Elect Director Jeffrey A. Joerres	Mgmt	For	For	For

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Reduce Supermajority Vote Requirement	SH	For	For	For
Revisit Pay Incentives for GHG Emission Reductions	SH	Against	Against	Against

Elevance Health, Inc.

Meeting Date: 05/15/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Lewis Hay, III	Mgmt	For	For	For
Elect Director Antonio F. Neri	Mgmt	For	For	For
Elect Director Ramiro G. Peru	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
Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against

GFL Environmental Inc.

Meeting Date: 05/15/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Meeting for Holders of Multiple Voting, Subordinate Voting, Series A Perpetual Convertible Preferred and Series B Perpetual Convertible Preferred Shares	Mgmt			
Elect Director Patrick Dovigi	Mgmt	For	For	
Elect Director Dino Chiesa	Mgmt	For	Withhold	
Elect Director Violet Konkle	Mgmt	For	For	
Elect Director Arun Nayar	Mgmt	For	Withhold	
Elect Director Paolo Notarnicola	Mgmt	For	Withhold	
Elect Director Ven Poole	Mgmt	For	For	
Elect Director Blake Sumler	Mgmt	For	For	
Elect Director Raymond Svider	Mgmt	For	For	
Elect Director Jessica McDonald	Mgmt	For	Withhold	
Elect Director Sandra Levy	Mgmt	For	For	
Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	
Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	

Hilton Worldwide Holdings Inc.

Meeting Date: 05/15/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Christopher J. Nassetta	Mgmt	For	For	For
Elect Director Jonathan D. Gray	Mgmt	For	For	For
Elect Director Charlene T. Begley	Mgmt	For	For	Against
Elect Director Chris Carr	Mgmt	For	For	Against

Hilton Worldwide Holdings Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Melanie L. Healey	Mgmt	For	For	For
Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For
Elect Director Judith A. McHale	Mgmt	For	For	For
Elect Director Elizabeth A. Smith	Mgmt	For	For	Against
Elect Director Douglas M. Steenland	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

Illumina, Inc.

Meeting Date: 05/16/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Frances Arnold	Mgmt	For	For	For
Elect Director Caroline D. Dorsa	Mgmt	For	For	For
Elect Director Robert S. Epstein	Mgmt	For	For	For
Elect Director Scott Gottlieb	Mgmt	For	For	For
Elect Director Gary S. Guthart	Mgmt	For	For	For
Elect Director Stephen P. MacMillan	Mgmt	For	For	For
Elect Director Anna Richo	Mgmt	For	For	For
Elect Director Philip W. Schiller	Mgmt	For	For	For
Elect Director Susan E. Siegel	Mgmt	For	For	For
Elect Director Jacob Thaysen	Mgmt	For	For	For
Elect Director Scott B. Ullem	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

Marsh & McLennan Companies, Inc.

Meeting Date: 05/16/2024

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 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
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 Morton O. Schapiro	Mgmt	For	For	For
Elect Director Lloyd M. Yates	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
Provide Right to Act by Written Consent	SH	Against	For	Against

Martin Marietta Materials, Inc.

Meeting Date: 05/16/2024

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 Mary T. Mack	Mgmt	For	For	For
Elect Director C. Howard Nye	Mgmt	For	For	For

Martin Marietta Materials, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Laree E. Perez	Mgmt	For	For	For
Elect Director Thomas H. Pike	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	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024

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
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Require Independent Board Chair	SH	Against	Against	Against

Medpace Holdings, Inc.

Meeting Date: 05/17/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Fred B. Davenport, Jr.	Mgmt	For	Withhold	For
Elect Director Cornelius P. McCarthy, III	Mgmt	For	Withhold	For
Ratify Deloitte & Touche 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

Waste Connections, Inc.

Meeting Date: 05/17/2024

Meeting Type: Annual

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 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 Carl D. Sparks	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

CDW Corporation

Meeting Date: 05/21/2024

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 Kelly J. Grier	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
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Report on Political Contributions	SH	Against	Against	Against

CBRE Group, Inc.

Meeting Date: 05/22/2024

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

CBRE Group, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Christopher T. Jenny	Mgmt	For	For	For
Elect Director Gerardo I. Lopez	Mgmt	For	For	For
Elect Director Guy A. Metcalfe	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

EOG Resources, Inc.

Meeting Date: 05/22/2024

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

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2024

Meeting Type: Annual

Thermo Fisher Scientific Inc.

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 Jennifer M. Johnson	Mgmt	For	For	For
Elect Director R. Alexandra Keith	Mgmt	For	For	For
Elect Director James C. Mullen	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
Adopt Simple Majority Vote Requirement	SH	Against	Against	Against

Royal Gold, Inc.

Meeting Date: 05/23/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director William Heissenbuttel	Mgmt	For	For	For
Elect Director Jamie Sokalsky	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

The Charles Schwab Corporation

Meeting Date: 05/23/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Walter W. Bettinger, II	Mgmt	For	For	For
Elect Director Joan T. Dea	Mgmt	For	For	For
Elect Director Christopher V. Dodds	Mgmt	For	For	For
Elect Director Bharat B. Masrani	Mgmt	For	For	For
Elect Director Charles A. Ruffel	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
Improve Executive Compensation Program and Policy	SH	Against	Against	Against
Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
Report on Median Gender/Racial Pay Gaps	SH	Against	For	Against

Waters Corporation

Meeting Date: 05/23/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Flemming Ornskov	Mgmt	For	For	For
Elect Director Linda Baddour	Mgmt	For	For	For
Elect Director Udit Batra	Mgmt	For	For	For
Elect Director Dan Brennan	Mgmt	For	For	For
Elect Director Richard Fearon	Mgmt	For	For	For
Elect Director Pearl S. Huang	Mgmt	For	For	For
Elect Director Wei Jiang	Mgmt	For	For	For
Elect Director Christopher A. Kuebler	Mgmt	For	For	For

Waters Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Mark Vergnano	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
Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Ferguson Plc

Meeting Date: 05/30/2024

Meeting Type: Special

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Change Jurisdiction of Incorporation from Jersey to Delaware	Mgmt	For	For	For
Amend Articles	Mgmt	For	For	For
Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	For	For	For
Authorize Board to Fill Vacancies	Mgmt	For	For	For
Provide Right to Call a Special Meeting	Mgmt	For	Against	For
Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
Amend Exclusive Forum Provision	Mgmt	For	For	For
Authorize New Class of Preferred Stock	Mgmt	For	Against	For
Authorize a New Class of Common Stock	Mgmt	For	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024

Meeting Type: Annual

UnitedHealth Group Incorporated

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Charles Baker	Mgmt	For	For	For
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
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Against

Airbnb, Inc.

Meeting Date: 06/05/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Brian Chesky	Mgmt	For	For	For
Elect Director Angela Ahrendts	Mgmt	For	Withhold	For
Elect Director Kenneth Chenault	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
Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	Against	For

Airbnb, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Report on Political Contributions and Expenditures	SH	Against	For	For

Gartner, Inc.

Meeting Date: 06/06/2024

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
Ratify KPMG LLP as Auditors	Mgmt	For	For	For

T-Mobile US, Inc.

Meeting Date: 06/12/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Andre Almeida	Mgmt	For	Withhold	For
Elect Director Marcelo Claude	Mgmt	For	Withhold	For

T-Mobile US, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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 James Kavanaugh	Mgmt	For	For	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 Kelvin R. Westbrook	Mgmt	For	For	For
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Live Nation Entertainment, Inc.

Meeting Date: 06/13/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Maverick Carter	Mgmt	For	For	For
Elect Director Ping Fu	Mgmt	For	For	For
Elect Director Jeffrey T. Hinson	Mgmt	For	For	For
Elect Director Chad Hollingsworth	Mgmt	For	Against	For
Elect Director James Iovine	Mgmt	For	Against	For
Elect Director James S. Kahan	Mgmt	For	For	For
Elect Director Gregory B. Maffei	Mgmt	For	Against	For
Elect Director Randall T. Mays	Mgmt	For	Against	For
Elect Director Richard A. Paul	Mgmt	For	For	For
Elect Director Michael Rapino	Mgmt	For	For	For

Live Nation Entertainment, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Latriece Watkins	Mgmt	For	Against	For
Amend Omnibus Stock Plan	Mgmt	For	For	For
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

APi Group Corporation

Meeting Date: 06/14/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Martin E. Franklin	Mgmt	For	For	For
Elect Director James E. Lillie	Mgmt	For	For	For
Elect Director Ian G.H. Ashken	Mgmt	For	Against	For
Elect Director Russell A. Becker	Mgmt	For	For	For
Elect Director Paula D. Loop	Mgmt	For	Against	For
Elect Director Anthony E. Malkin	Mgmt	For	For	For
Elect Director Thomas V. Milroy	Mgmt	For	For	For
Elect Director Cyrus D. Walker	Mgmt	For	Against	For
Elect Director Carrie A. Wheeler	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

Mastercard Incorporated

Meeting Date: 06/18/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Merit E. Janow	Mgmt	For	For	For

Mastercard Incorporated

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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 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
Report on Lobbying Payments and Policy	SH	Against	For	For
Amend Director Election Resignation Bylaw	SH	Against	Against	Against
Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against	Against
Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against

NVIDIA Corporation

Meeting Date: 06/26/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Robert K. Burgess	Mgmt	For	For	For

NVIDIA Corporation

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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 Melissa B. Lora	Mgmt	For	For	For
Elect Director Stephen C. Neal	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
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Adopt Simple Majority Vote	SH	None	For	For

Autodesk, Inc.

Meeting Date: 07/16/2024

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 Rami Rahim	Mgmt	For	For	For

Autodesk, Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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	Against
Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
Provide Right to Call a Special Meeting	SH	Against	For	For

STERIS plc

Meeting Date: 08/01/2024

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

STERIS plc

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
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

KLA Corporation

Meeting Date: 11/06/2024

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 Victor Peng	Mgmt	For	For	For
Elect Director Robert Rango	Mgmt	For	For	For
Elect Director Richard P. 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

Ferguson Enterprises Inc.

Meeting Date: 12/05/2024

Meeting Type: Annual

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Rekha Agrawal	Mgmt	For	For	For
Elect Director Kelly Baker	Mgmt	For	For	For

Ferguson Enterprises Inc.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Rick Beckwitt	Mgmt	For	For	For
Elect Director Bill Brundage	Mgmt	For	For	For
Elect Director Geoff Drabble	Mgmt	For	For	For
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 Suzanne Wood	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

Microsoft Corporation

Meeting Date: 12/10/2024

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
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

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
Elect Director Emma N. Walmsley	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 Risks of Weapons Development	SH	Against	Against	Against
Assess and Report on Investing in Bitcoin	SH	Against	Against	Against
Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	Against
Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	Against	Against
Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	For
Report on AI Data Sourcing Accountability	SH	Against	For	For