

PROXY VOTING REPORT

Bericht zur Stimmrechts- ausübung 2023 im Rahmen der Phaidros Funds



Hinweis:

Mit der Veröffentlichung eines jährlichen Berichtes zur Stimmrechtsausübung innerhalb der Phaidros Funds ist Eyb & Wallwitz bestrebt, Transparenz über die treuhänderische Ausübung der aus ihren Vermögen erwachsenen Stimmrechte zu zeigen. Zudem setzten wir mit dem vorliegenden Dokument die Anforderungen der Aktionärsrechterichtlinie II (ARUG II) bzw. § 134b des Aktiengesetz im Zusammenhang mit der Stimmrechts- und Mitwirkungspolitik um.

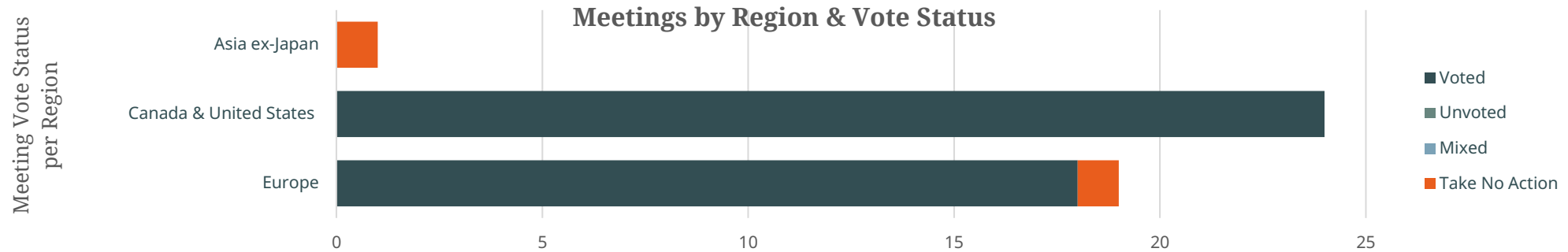
Bei der Umsetzung unserer aktiven Stimmrechtsausübung arbeiten wir mit IVOX Glass Lewis („Glass Lewis“) zusammen, die uns durch Beratungs- und Verwaltungsdienste für die Stimmrechte unterstützen und auf den Hauptversammlungen vertreten. Glass Lewis gibt uns basierend auf ihrer eigenen ESG-Richtlinie Abstimmungsempfehlungen. Diese jährlich aktualisierte Richtlinie wurde speziell dafür entwickelt, um Standards zu erfüllen, die mit den „Principals for Responsible Investment“ der Vereinten Nationen (UN PRI) übereinstimmen.

Die jeweils gültige Glass Lewis ESG-Richtlinie ("GLASS LEWIS´ESG THEMATIC VOTING POLICY") kann auf der Eyb & Wallwitz Unternehmensseite unter <https://www.eybwallwitz.de/de/nachhaltigkeit/> eingesehen werden.

Der Glass Lewis-Ansatz umfasst die Verwendung von ESG-Risikoindikatoren, um moderate bis schwerwiegende ESG-Risikofaktoren bei börsennotierten Unternehmen zu identifizieren. Vorstandsmitglieder, die wesentliche ESG-Risiken nicht ausreichend beaufsichtigen, managen oder abwehren, werden zur Rechenschaft gezogen. Diese ESG-Risikoindikatoren decken dabei unterschiedliche Themen, wie u.a. Umweltaspekte, Menschen- und Arbeitsrechte sowie die Auswirkungen von Geschäftsaktivitäten und -praktiken, Vergütungsstrukturen und Diversität, Bestechung und Korruption sowie ein Scheitern der Unternehmensführung und einer damit einhergehenden ein Versagen der Risikoüberwachung, ab.

Meeting Statistics Report

From 1/1/2023 to 12/31/2023



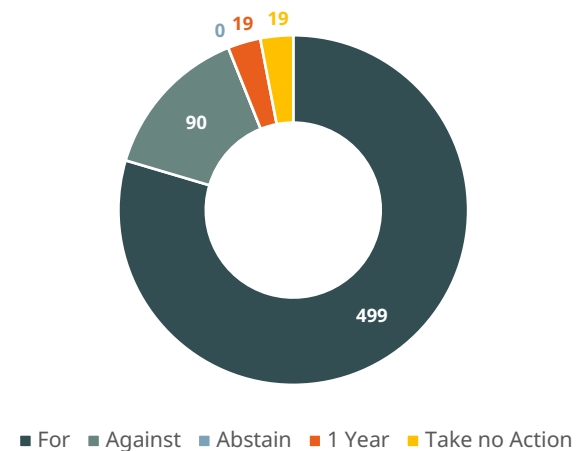
Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		42	0	0	2	44
Asia ex-Japan		0	0	0	1	1
	Taiwan	0	0	0	1	1
Canada & United States		24	0	0	0	24
	Canada	1	0	0	0	1
	United States	23	0	0	0	23
Europe		18	0	0	1	19
	Denmark	1	0	0	0	1
	France	2	0	0	0	2
	Germany	4	0	0	1	5
	Ireland	5	0	0	0	5
	Netherlands	1	0	0	0	1
	Spain	1	0	0	0	1
	Switzerland	4	0	0	0	4

Proposal Statistics Report

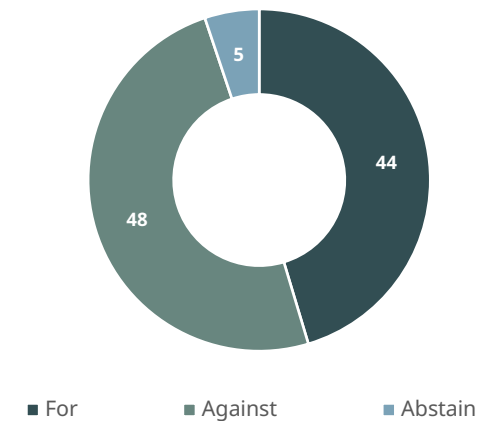
From 1/1/2023 to 12/31/2023

	Mgmt Proposals	SHP Proposals	Total Proposals
For	499	44	543
Against	90	48	138
Abstain	0	5	5
1 Year	19	0	19
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	19	0	19
Unvoted	0	0	0
Totals	627	97	724

Management Proposals –Votes Cast

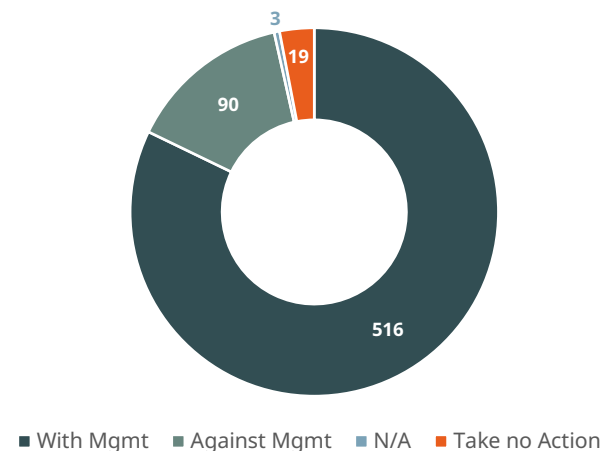


Shareholder Proposals – Votes Cast

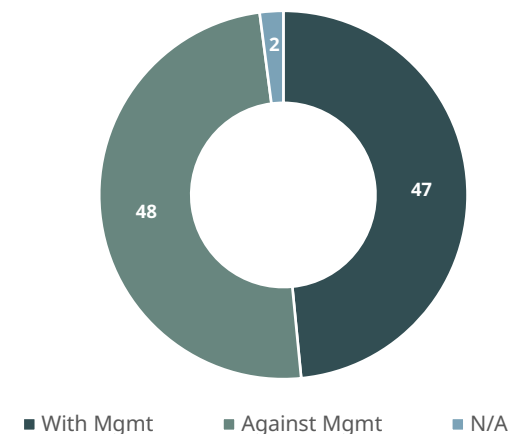


	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	516	47	563
Against Management	89	48	137
N/A	3	2	5
Mixed	0	0	0
Take No Action	19	0	19
Unvoted	0	0	0
Totals	627	97	724

Management Proposals –Votes vs. Mgmt

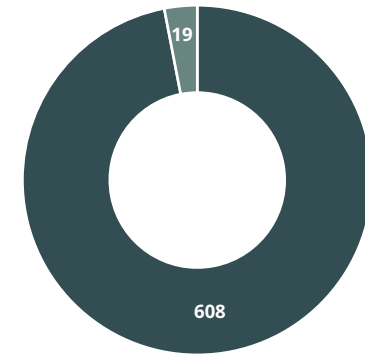


Shareholder Proposals –Votes vs. Mgmt



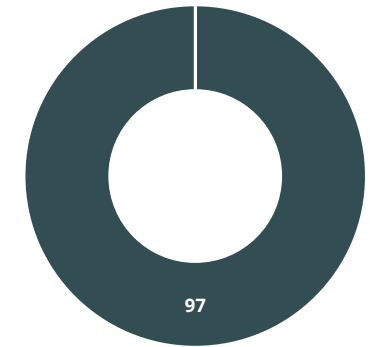
	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	608	97	705
Against Policy	0	0	0
Manual	0	0	0
N/A	0	0	0
Mixed	0	0	0
Take No Action	19	0	19
Unvoted	0	0	0
Totals	627	97	724

Management Proposals –Votes vs Policy



■ With Policy ■ Take no Action

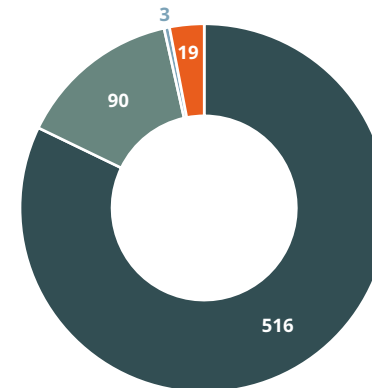
Shareholder Proposals – Votes vs. Policy



■ With Policy

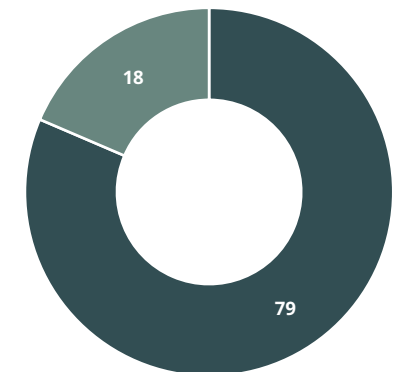
	Mgmt Proposals	SHP Proposals	Total Proposals
With Glass Lewis	564	79	643
Against Glass Lewis	44	18	62
N/A	0	0	0
Mixed	0	0	0
Take No Action	19	0	19
Unvoted	0	0	0
Totals	627	97	724

Management Proposals –Votes vs. Glass Lewis



■ With Mgmt ■ Against Mgmt ■ N/A ■ Take no Action

Shareholder Proposals –Votes vs. Glass Lewis



■ With GL ■ Against GL

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LINDE PLC

ISIN	IE00BZ12WP82
Ticker	
Country	Ireland
Blocking	Yes
Meeting Date	18-Jan-23
Deadline Date	03-Jan-23
Meeting Date	16-Jan-23
Deadline Date	29-Dec-22

ISIN	IE00BZ12WP82
Ticker	
Country	Ireland
Blocking	No
Meeting Date	18-Jan-23
Deadline Date	03-Jan-23
Meeting Date	16-Jan-23
Deadline Date	29-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For	For	For

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Approval of Scheme of Arrangement	Management	For	For	For
2	Amendments to Articles	Management	For	For	For
3	Dissolution Merger	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

SIEMENS AG

ISIN	DE0007236101
Ticker	
Country	Germany
Blocking	No
Meeting Date	09-Feb-23
Deadline Date	25-Jan-23
Meeting Date	02-Feb-23
Deadline Date	25-Jan-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Roland Busch	Management	For	For	For
3.2	Ratify Cedrik Neike	Management	For	For	For
3.3	Ratify Matthias Rebellius	Management	For	For	For
3.4	Ratify Ralf P. Thomas	Management	For	For	For
3.5	Ratify Judith Wiese	Management	For	For	For
4.1	Ratify Jim Hagemann Snabe	Management	For	For	For
4.2	Ratify Birgit Steinborn	Management	For	For	For
4.3	Ratify Werner Brandt	Management	For	For	For
4.4	Ratify Tobias Bäuml	Management	For	For	For
4.5	Ratify Michael Diekmann	Management	For	For	For
4.6	Ratify Andrea Fehrmann	Management	For	For	For
4.7	Ratify Bettina Haller	Management	For	For	For
4.8	Ratify Harald Kern	Management	For	For	For
4.9	Ratify Jürgen Kerner	Management	For	For	For
4.10	Ratify Benoît Potier	Management	For	For	For
4.11	Ratify Hagen Reimer	Management	For	For	For
4.12	Ratify Norbert Reithofer	Management	For	For	For
4.13	Ratify Kasper Rørsted	Management	For	For	For
4.14	Ratify Nemat Shafik	Management	For	For	For
4.15	Ratify Nathalie von Siemens	Management	For	For	For
4.16	Ratify Michael Sigmund	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

SIEMENS AG

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4.17	Ratify Dorothea Simon	Management	For	For	For
4.18	Ratify Grazia Vittadini	Management	For	For	For
4.19	Ratify Matthias Zachert	Management	For	For	For
4.20	Ratify Gunnar Zukunft	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Elect Werner Brandt	Management	For	For	For
7.2	Elect Regina E. Dugan	Management	For	For	For
7.3	Elect Keryn Lee James	Management	For	For	For
7.4	Elect Martina Merz	Management	For	For	For
7.5	Elect Benoît Potier	Management	For	For	For
7.6	Elect Nathalie von Siemens	Management	For	For	For
7.7	Elect Matthias Zachert	Management	For	For	For
8	Amendments to Articles (Virtual AGM)	Management	For	For	For
9	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For	For	For
10	Amendments to Articles (Share Register)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NOVARTIS AG

ISIN	CH0012005267
Ticker	
Country	Switzerland
Blocking	No
Meeting Date	07-Mar-23
Deadline Date	27-Feb-23
Meeting Date	02-Mar-23
Deadline Date	20-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Ratification of Board and Management Acts	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Cancellation of Shares and Reduction in Share Capital	Management	For	For	For
5	Authority to Repurchase Shares	Management	For	For	For
6.1	Amendments to Articles (Virtual General Meetings)	Management	For	For	For
6.2	Amendments to Articles (Miscellaneous)	Management	For	For	For
6.3	Amendments to Articles (Alignment with Law)	Management	For	For	For
7.1	Board Compensation	Management	For	For	For
7.2	Executive Compensation	Management	For	For	For
7.3	Compensation Report	Management	For	For	For
8.1	Elect Jörg Reinhardt as Board Chair	Management	For	For	For
8.2	Elect Nancy C. Andrews	Management	For	For	For
8.3	Elect Ton Büchner	Management	For	For	For
8.4	Elect Patrice Bula	Management	For	For	For
8.5	Elect Elizabeth Doherty	Management	For	For	For
8.6	Elect Bridgette P. Heller	Shareholder	For	For	For
8.7	Elect Daniel Hochstrasser	Shareholder	For	For	For
8.8	Elect Frans van Houten	Shareholder	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NOVARTIS AG

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8.9	Elect Simon Moroney	Management	For	For	For
8.10	Elect Ana de Pro Gonzalo	Management	For	For	For
8.11	Elect Charles L. Sawyers	Management	For	For	For
8.12	Elect William T. Winters	Management	For	For	For
8.13	Elect John D. Young	Management	For	For	For
9.1	Elect Patrice Bula as Compensation Committee Member	Management	For	For	For
9.2	Elect Bridgette P. Heller as Compensation Committee Member	Management	For	For	For
9.3	Elect Simon Moroney as Compensation Committee Chair	Management	For	For	For
9.4	Elect William T. Winters as Compensation Committee Member	Management	For	For	For
10	Appointment of Auditor	Management	For	For	For
11	Appointment of Independent Proxy	Management	For	For	For
B	Transaction of Other Business	Management		Against	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

APPLE INC

ISIN	US0378331005
Ticker	AAPL
Country	United States
Blocking	No
Meeting Date	10-Mar-23
Deadline Date	09-Mar-23
Meeting Date	09-Jan-23
Deadline Date	27-Feb-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a	Elect James A. Bell	Management	For	For	For
1b	Elect Timothy D. Cook	Management	For	For	For
1c	Elect Albert A. Gore	Management	For	For	For
1d	Elect Alex Gorsky	Management	For	For	For
1e	Elect Andrea Jung	Management	For	For	For
1f	Elect Arthur D. Levinson	Management	For	For	For
1g	Elect Monica C. Lozano	Management	For	For	For
1h	Elect Ronald D. Sugar	Management	For	For	For
1i	Elect Susan L. Wagner	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Shareholder Engagement with the Board	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Proxy Access Bylaw Amendment	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NOVO NORDISK

ISIN	DK0060534915
Ticker	
Country	Denmark
Blocking	No
Meeting Date	23-Mar-23
Deadline Date	14-Mar-23
Meeting Date	16-Mar-23
Deadline Date	21-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For
5.1	Directors' Fees 2022	Management	For	For	For
5.2	Directors' Fees 2023	Management	For	For	For
5.3	Amendments to Remuneration Policy	Management	For	For	For
6.1	Elect Helge Lund as Chair	Management	For	For	For
6.2	Elect Henrik Poulsen as Vice Chair	Management	For	For	For
6.3.A	Elect Laurence Debroux	Management	For	For	For
6.3.B	Elect Andreas Fibig	Management	For	For	For
6.3.C	Elect Sylvie Grégoire	Management	For	For	For
6.3.D	Elect Kasim Kutay	Management	For	For	For
6.3.E	Elect Christina Choi Lai Law	Management	For	For	For
6.3.F	Elect Martin Mackay	Management	For	Against	Against
7.1	Appointment of Auditor	Management	For	For	For
8.1	Cancellation of Shares	Management	For	For	For
8.2	Authority to Repurchase Shares	Management	For	For	For
8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8.4	Shareholder Proposal Regarding Company's Product pricing	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

WALT DISNEY CO (THE)

ISIN	US2546871060
Ticker	DIS
Country	United States
Blocking	No
Meeting Date	03-Apr-23
Deadline Date	31-Mar-23
Meeting Date	08-Feb-23
Deadline Date	22-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Mary T. Barra	Management	For	For	For
1b.	Elect Safra A. Catz	Management	For	For	For
1c.	Elect Amy L. Chang	Management	For	For	For
1d.	Elect Francis A. deSouza	Management	For	For	For
1e.	Elect Carolyn N. Everson	Management	For	For	For
1f.	Elect Michael B.G. Froman	Management	For	For	For
1g.	Elect Robert A. Iger	Management	For	For	For
1h.	Elect Maria Elena Lagomasino	Management	For	For	For
1i.	Elect Calvin R. McDonald	Management	For	For	For
1j.	Elect Mark G. Parker	Management	For	For	For
1k.	Elect Derica W. Rice	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

STRAUMANN HOLDING AG

ISIN	CH1175448666
Ticker	
Country	Switzerland
Blocking	No
Meeting Date	05-Apr-23
Deadline Date	24-Mar-23
Meeting Date	27-Mar-23
Deadline Date	21-Mar-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	Against	Against
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4	Board Compensation	Management	For	For	For
5.1	Executive Compensation (Fixed)	Management	For	For	For
5.2	Executive Compensation (Long-Term)	Management	For	For	For
5.3	Executive Compensation (Short-Term)	Management	For	For	For
6.1	Elect Gilbert Achermann as Board Chair	Management	For	Against	Against
6.2	Elect Marco Gadola	Management	For	Against	Against
6.3	Elect Juan-José Gonzalez	Management	For	For	For
6.4	Elect Petra Rumpf	Management	For	For	For
6.5	Elect Thomas Straumann	Management	For	For	For
6.6	Elect Nadia Tarolli Schmidt	Management	For	For	For
6.7	Elect Regula Wallimann	Management	For	For	For
6.8	Elect Olivier A. Filliol	Management	For	For	For
7.1	Elect Marco Gadola as Nominating and Compensation Committee Member	Management	For	Against	Against
7.2	Elect Nadia Tarolli Schmidt as Nominating and Compensation Committee Member	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

STRAUMANN HOLDING AG

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7.3	Elect Regula Wallimann as Nominating and Compensation Committee Member	Management	For	For	For
8	Appointment of Independent Proxy	Management	For	For	For
9	Appointment of Auditor	Management	For	For	For
10.1	Amendments to Articles (Corporate Purpose)	Management	For	For	For
10.2	Amendments to Articles (Legal Amendments)	Management	For	For	For
10.3	Amendments to Articles (Virtual General Meeting)	Management	For	For	For
10.4	Amendments to Articles (Shareholder Rights)	Management	For	For	For
10.5	Amendments to Articles (Executive Compensation and Mandates)	Management	For	For	For
10.6	Amendments to Articles (Editorial Amendments)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MOODY'S CORP.

ISIN	US6153691059
Ticker	MCO
Country	United States
Blocking	No
Meeting Date	18-Apr-23
Deadline Date	17-Apr-23
Meeting Date	21-Feb-23
Deadline Date	08-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jorge A. Bermudez	Management	For	For	For
1b.	Elect Thérèse Esperdy	Management	For	For	For
1c.	Elect Robert Fauber	Management	For	For	For
1d.	Elect Vincent A. Forlenza	Management	For	For	For
1e.	Elect Kathryn M. Hill	Management	For	For	For
1f.	Elect Lloyd W. Howell, Jr.	Management	For	For	For
1g.	Elect Jose M. Minaya	Management	For	For	For
1h.	Elect Leslie Seidman	Management	For	For	For
1i.	Elect Zig Serafin	Management	For	For	For
1j.	Elect Bruce Van Saun	Management	For	For	For
2.	Amendment to the 2001 Stock Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LVMH MOET HENNESSY VUITTON SE

ISIN	FR0000121014
Ticker	
Country	France
Blocking	No
Meeting Date	20-Apr-23
Deadline Date	11-Apr-23
Meeting Date	17-Apr-23
Deadline Date	03-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Delphine Arnault	Management	For	Against	Against
6	Elect Antonio Belloni	Management	For	For	For
7	Elect Marie-Josée Kravis	Management	For	Against	Against
8	Elect Marie-Laure Sauty de Chalon	Management	For	For	For
9	Elect Natacha Valla	Management	For	For	For
10	Elect Laurent Mignon	Management	For	Against	Against
11	Elect Lord Powell of Bayswater as Censor	Management	For	Against	Against
12	Elect Diego Della Valle as Censor	Management	For	Against	Against
13	2022 Remuneration Report	Management	For	Against	Against
14	2022 Remuneration of Bernard Arnault, Chair and CEO	Management	For	Against	Against
15	2022 Remuneration of Antonio Belloni, Deputy CEO	Management	For	Against	Against
16	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
17	2023 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
18	2023 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
19	Authority to Repurchase and Reissue Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LVMH MOET HENNESSY VUITTON SE

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/ Against Mgmt
20	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
21	Authority to Increase Capital Through Capitalisations	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	Against	Against
24	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	Management	For	Against	Against
25	Greenshoe	Management	For	Against	Against
26	Authority to Increase Capital in Case of Exchange Offers	Management	For	Against	Against
27	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	Against	Against
28	Authority to Grant Stock Options	Management	For	Against	Against
29	Employee Stock Purchase Plan	Management	For	For	For
30	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NESTLE SA

ISIN	CH0038863350
Ticker	
Country	Switzerland
Blocking	No
Meeting Date	20-Apr-23
Deadline Date	10-Apr-23
Meeting Date	13-Apr-23
Deadline Date	08-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	For	For
2	Ratification of Board and Management Acts	Management	For	For	For
3	Allocation of Dividends	Management	For	For	For
4.1.1	Elect Paul Bulcke	Management	For	For	For
4.1.2	Elect Mark Schneider	Management	For	For	For
4.1.3	Elect Henri de Castries	Management	For	For	For
4.1.4	Elect Renato Fassbind	Management	For	For	For
4.1.5	Elect Pablo Isla Álvarez de Tejera	Management	For	For	For
4.1.6	Elect Patrick Aebischer	Management	For	For	For
4.1.7	Elect Kimberly A. Ross	Management	For	For	For
4.1.8	Elect Dick Boer	Management	For	For	For
4.1.9	Elect Dinesh C. Paliwal	Management	For	For	For
4.1.10	Elect Hanne de Mora	Management	For	For	For
4.1.11	Elect Lindiwe Majele Sibanda	Management	For	For	For
4.1.12	Elect Chris Leong	Management	For	For	For
4.1.13	Elect Luca Maestri	Management	For	For	For
4.2.1	Elect Rainer M. Blair	Management	For	For	For
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NESTLE SA

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4.3.1	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	Management	For	For	For
4.3.2	Elect Patrick Aebischer as Compensation Committee Member	Management	For	For	For
4.3.3	Elect Dick Boer as Compensation Committee Member	Management	For	For	For
4.3.4	Elect Dinesh C. Paliwal as Compensation Committee Member	Management	For	For	For
4.4	Appointment of Auditor	Management	For	For	For
4.5	Appointment of Independent Proxy	Management	For	For	For
5.1	Board Compensation	Management	For	For	For
5.2	Executive Compensation	Management	For	For	For
6	Cancellation of Shares and Reduction in Share Capital	Management	For	For	For
7.1	Amendments to Articles (General Meeting)	Management	For	For	For
7.2	Amendments to Articles	Management	For	For	For
8	Additional or Amended Shareholder Proposals	Shareholder		Abstain	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

L'OREAL

ISIN	FR0000120321
Ticker	
Country	France
Blocking	No
Meeting Date	21-Apr-23
Deadline Date	12-Apr-23
Meeting Date	18-Apr-23
Deadline Date	05-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Sophie Bellon	Management	For	For	For
5	Elect Fabienne Dulac	Management	For	Against	Against
6	2023 Directors' Fees	Management	For	For	For
7	2022 Remuneration Report	Management	For	For	For
8	2022 Remuneration of Jean-Paul Agon, Chair	Management	For	For	For
9	2022 Remuneration of Nicolas Hieronimus, CEO	Management	For	For	For
10	2023 Remuneration Policy (Board of Directors)	Management	For	For	For
11	2023 Remuneration Policy (Chair)	Management	For	For	For
12	2023 Remuneration Policy (CEO)	Management	For	For	For
13	Authority to Repurchase and Reissue Shares	Management	For	For	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
15	Authority to Increase Capital Through Capitalisations	Management	For	For	For
16	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
17	Employee Stock Purchase Plan	Management	For	For	For
18	Stock Purchase Plan for Overseas Employees	Management	For	For	For
19	Internal Spin-off (Affaires Marché France, Domaines d'Excellence and Luxury of Retail)	Management	For	For	For
20	Internal Spin-off (L'Oréal International Distribution)	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

ASML HOLDING NV

ISIN NL0010273215

Ticker

Country Netherlands

Blocking No

Meeting Date 26-Apr-23

Deadline Date 13-Apr-23

Meeting Date 29-Mar-23

Deadline Date 04-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For
3.d.	Allocation of Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For	For	For
6.a.	Supervisory Board Remuneration Policy	Management	For	For	For
6.b.	Supervisory Board Fees	Management	For	For	For
8.a.	Elect Nils Andersen to the Supervisory Board	Management	For	Against	Against
8.b.	Elect Jack P. de Kreij to the Supervisory Board	Management	For	For	For
9.	Appointment of Auditor	Management	For	For	For
10.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
10.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
11.	Authority to Repurchase Shares	Management	For	For	For
12.	Cancellation of Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

JOHNSON & JOHNSON

ISIN	US4781601046
Ticker	JNJ
Country	United States
Blocking	No
Meeting Date	27-Apr-23
Deadline Date	26-Apr-23
Meeting Date	28-Feb-23
Deadline Date	20-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Darius Adamczyk	Management	For	For	For
1b.	Elect Mary C. Beckerle	Management	For	For	For
1c.	Elect D. Scott Davis	Management	For	For	For
1d.	Elect Jennifer A. Doudna	Management	For	For	For
1e.	Elect Joaquin Duato	Management	For	For	For
1f.	Elect Marillyn A. Hewson	Management	For	For	For
1g.	Elect Paula A. Johnson	Management	For	For	For
1h.	Elect Hubert Joly	Management	For	For	For
1i.	Elect Mark B. McClellan	Management	For	For	For
1j.	Elect Anne Mulcahy	Management	For	For	For
1k.	Elect Mark A. Weinberger	Management	For	For	For
1l.	Elect Nadja Y. West	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Adoption of Mandatory Arbitration Bylaw	Shareholder	Against	Abstain	N/A
6.	Shareholder Proposal Regarding Report on Access to COVID-19 Products	Shareholder	Against	For	Against
7.	Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	Shareholder	Against	Abstain	N/A
8.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

HAMBORNER REIT AG

ISIN DE000A3H2333

Ticker

Country Germany

Blocking No

Meeting Date 27-Apr-23

Deadline Date 12-Apr-23

Meeting Date 20-Apr-23

Deadline Date 05-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Amendments to Articles (Notice)	Management	For	For	For
7.2	Amendments to Articles (Virtual AGM)	Management	For	For	For
7.3	Amendments to Articles (Supervisory Board Participation)	Management	For	Against	Against
8	Amendments to Articles (Term of Office)	Management	For	For	For
9.1	Amendments to Articles (Supervisory Board Remuneration)	Management	For	For	For
9.2	Supervisory Board Remuneration Policy	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

BAYER AG

ISIN	DE000BAY0017
Ticker	
Country	Germany
Blocking	No
Meeting Date	28-Apr-23
Deadline Date	13-Apr-23
Meeting Date	21-Apr-23
Deadline Date	11-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Presentation of Accounts and Report; Allocation of Dividends	Management	For	For	For
2	Ratification of Management Board Acts	Management	For	For	For
3	Ratification of Supervisory Board Acts	Management	For	For	For
4.1	Elect Norbert Winkeljohann	Management	For	For	For
4.2	Elect Kimberly Lein-Mathisen	Management	For	For	For
5	Remuneration Report	Management	For	For	For
6	Amendments to Articles (Virtual AGM)	Management	For	For	For
7	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Additional or Amended Shareholder Proposals	Shareholder		Against	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

IBERDROLA S.A.

ISIN	ES0144580Y14
Ticker	
Country	Spain
Blocking	No
Meeting Date	28-Apr-23
Deadline Date	18-Apr-23
Meeting Date	21-Apr-23
Deadline Date	11-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Compensation Report	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4	Allocation of Dividends	Management	For	For	For
5	Elect Paul Bulcke	Management	For	For	For
6	Elect Mark Schneider	Management	For	For	For
7	Elect Henri de Castries	Management	For	For	For
8	Elect Renato Fassbind	Management	For	For	For
9	Elect Pablo Isla Álvarez de Tejera	Management	For	For	For
10	Elect Patrick Aebischer	Management	For	For	For
11	Elect Kimberly A. Ross	Management	For	For	For
12	Elect Dick Boer	Management	For	For	For
13	Elect Dinesh C. Paliwal	Management	For	For	For
14	Elect Hanne de Mora	Management	For	For	For
15	Elect Lindiwe Majele Sibanda	Management	For	For	For
16	Elect Chris Leong	Management	For	For	For
17	Elect Luca Maestri	Management	For	For	For
18	Elect Rainer M. Blair	Management	For	For	For
19	Elect Marie-Gabrielle Ineichen-Fleisch	Management	For	For	For
20	Elect José Ignacio Sánchez Galán	Management	For	Against	Against
21	Board Size	Management	For	For	For
22	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LILLY(ELI) & CO

ISIN	US5324571083
Ticker	LLY
Country	United States
Blocking	No
Meeting Date	01-May-23
Deadline Date	28-Apr-23
Meeting Date	21-Feb-23
Deadline Date	18-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect William G. Kaelin, Jr.	Management	For	For	For
1b.	Elect David A. Ricks	Management	For	For	For
1c.	Elect Marschall S. Runge	Management	For	For	For
1d.	Elect Karen Walker	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Repeal of Classified Board	Management	For	For	For
6.	Elimination of Supermajority Requirements	Management	For	For	For
7.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Shareholder	Against	Against	For
11.	Shareholder Proposal Regarding Lobbying Activities and Values Congruency	Shareholder	Against	For	Against
12.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	Against	For
13.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

DEUTSCHE POST AG

ISIN DE0005552004

Ticker

Country Germany

Blocking No

Meeting Date 04-May-23

Deadline Date 19-Apr-23

Meeting Date 28-Apr-23

Deadline Date 14-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/ Against Mgmt
2	Allocation of Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Elect Katrin Suder	Management	For	For	For
5.2	Elect Mario Daberkow	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	For	For
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For
8	Remuneration Report	Management	For	For	For
9.1	Amendments to Articles (Location)	Management	For	For	For
9.2	Amendments to Articles (Virtual General Meeting)	Management	For	For	For
9.3	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

JPMORGAN CHASE & CO.

ISIN	US46625H1005
Ticker	JPM
Country	United States
Blocking	No
Meeting Date	16-May-23
Deadline Date	15-May-23
Meeting Date	17-Mar-23
Deadline Date	06-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Linda B. Bammann	Management	For	For	For
1b.	Elect Stephen B. Burke	Management	For	For	For
1c.	Elect Todd A. Combs	Management	For	For	For
1d.	Elect James S. Crown	Management	For	For	For
1e.	Elect Alicia Boler Davis	Management	For	For	For
1f.	Elect James Dimon	Management	For	For	For
1g.	Elect Timothy P. Flynn	Management	For	Against	Against
1h.	Elect Alex Gorsky	Management	For	For	For
1i.	Elect Mellody Hobson	Management	For	For	For
1j.	Elect Michael A. Neal	Management	For	For	For
1k.	Elect Phebe N. Novakovic	Management	For	For	For
1l.	Elect Virginia M. Rometty	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Revision of Committee Charter to Include Oversight of Animal Welfare	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

JPMORGAN CHASE & CO.

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8.	Shareholder Proposal Regarding Right to Call Special Meetings by Beneficial Owners	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	For
11.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	Against	For
12.	Shareholder Proposal Regarding Absolute GHG Reduction Targets	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

PAYPAL HOLDINGS INC

ISIN	US70450Y1038
Ticker	PYPL
Country	United States
Blocking	No
Meeting Date	24-May-23
Deadline Date	23-May-23
Meeting Date	30-Mar-23
Deadline Date	08-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Rodney C. Adkins	Management	For	For	For
1b.	Elect Jonathan Christodoro	Management	For	For	For
1c.	Elect John J. Donahoe II	Management	For	For	For
1d.	Elect David W. Dorman	Management	For	For	For
1e.	Elect Belinda J. Johnson	Management	For	For	For
1f.	Elect Enrique Lores	Management	For	For	For
1g.	Elect Gail J. McGovern	Management	For	For	For
1h.	Elect Deborah M. Messemer	Management	For	For	For
1i.	Elect David M. Moffett	Management	For	For	For
1j.	Elect Ann M. Sarnoff	Management	For	For	For
1k.	Elect Daniel H. Schulman	Management	For	For	For
1l.	Elect Frank D. Yearly	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	Against	Against
3.	Amendment to the 2015 Equity Incentive Plan	Management	For	Against	Against
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Policy Against Discriminatory Exclusion in Conflict Zones	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Transparency Reports and Account Suspensions	Shareholder	Against	Abstain	N/A
8.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Majority Vote for Election of Directors	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

AMAZON.COM INC.

ISIN	US0231351067
Ticker	AMZN
Country	United States
Blocking	No
Meeting Date	24-May-23
Deadline Date	23-May-23
Meeting Date	30-Mar-23
Deadline Date	08-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jeffrey P. Bezos	Management	For	Against	Against
1b.	Elect Andrew R. Jassy	Management	For	For	For
1c.	Elect Keith B. Alexander	Management	For	For	For
1d.	Elect Edith W. Cooper	Management	For	For	For
1e.	Elect Jamie S. Gorelick	Management	For	For	For
1f.	Elect Daniel P. Huttenlocher	Management	For	For	For
1g.	Elect Judith A. McGrath	Management	For	Against	Against
1h.	Elect Indra K. Nooyi	Management	For	For	For
1i.	Elect Jonathan J. Rubinstein	Management	For	For	For
1j.	Elect Patricia Q. Stonesifer	Management	For	For	For
1k.	Elect Wendell P. Weeks	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Amendment to the 1997 Stock Incentive Plan	Management	For	For	For
6.	Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Default Options	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Customer Due Diligence	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Report on Government Requests for Content and Product Removal	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Report on Government Takedown Requests	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

AMAZON.COM INC.

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
11.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	Against
12.	Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	Shareholder	Against	Against	For
13.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against
14.	Shareholder Proposal Regarding Cost Benefit Analysis of DEI Programs	Shareholder	Against	Against	For
15.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Shareholder	Against	For	Against
16.	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	Against
17.	Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	Shareholder	Against	For	Against
18.	Shareholder Proposal Regarding Report Evaluating Animal Welfare Standards	Shareholder	Against	For	Against
19.	Shareholder Proposal Regarding Formation of Public Policy Committee	Shareholder	Against	For	Against
20.	Shareholder Proposal Regarding Hourly Associate Representation on the Board	Shareholder	Against	Against	For
21.	Shareholder Proposal Regarding Report on Working Conditions	Shareholder	Against	For	Against
22.	Shareholder Proposal Regarding Report on Plastic Packaging	Shareholder	Against	Against	For
23.	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

BIONTECH SE

ISIN US09075V1026

Ticker BNTX

Country Germany

Blocking No

Meeting Date 25-May-23

Deadline Date 18-May-23

Meeting Date 18-Apr-23

Deadline Date 27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits (FY2021)	Management	For	TNA	N/A
3	Allocation of Profits (FY2022)	Management	For	TNA	N/A
4	Ratification of Management Board Acts	Management	For	TNA	N/A
5	Ratification of Supervisory Board Acts	Management	For	TNA	N/A
6	Appointment of Auditor	Management	For	TNA	N/A
7	Remuneration Report	Management	For	TNA	N/A
8.1	Elect Nicola Blackwood	Management	For	TNA	N/A
8.2	Elect Ulrich Wandschneider	Management	For	TNA	N/A
8.3	Elect Michael Motschmann	Management	For	TNA	N/A
9	Amendments to Articles (Virtual AGM)	Management	For	TNA	N/A
10	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For	TNA	N/A
11a	Approval of Intra-Company Control Agreement with BioNTech Idar-Oberstein Services GmbH	Management	For	TNA	N/A
11b	Approval of Intra-Company Control Agreement with NT Security and Services GmbH	Management	For	TNA	N/A
11c	Approval of Intra-Company Control Agreement with BioNTech BioNTainer Holding GmbH	Management	For	TNA	N/A
11d	Approval of Intra-Company Control Agreement with BioNTech Individualized mRNA Manufacturing GmbH	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

WALMART INC

ISIN	US9311421039
Ticker	WMT
Country	United States
Blocking	No
Meeting Date	31-May-23
Deadline Date	30-May-23
Meeting Date	06-Apr-23
Deadline Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Cesar Conde	Management	For	For	For
1b.	Elect Timothy P. Flynn	Management	For	For	For
1c.	Elect Sarah J. Friar	Management	For	For	For
1d.	Elect Carla A. Harris	Management	For	Against	Against
1e.	Elect Thomas W. Horton	Management	For	Against	Against
1f.	Elect Marissa A. Mayer	Management	For	For	For
1g.	Elect C. Douglas McMillon	Management	For	For	For
1h.	Elect Gregory B. Penner	Management	For	Against	Against
1i.	Elect Randall L. Stephenson	Management	For	Against	Against
1j.	Elect S. Robson Walton	Management	For	For	For
1k.	Elect Steuart L. Walton	Management	For	For	For
2.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Human Rights Due Diligence Process Report	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

WALMART INC

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/ Against Mgmt
8.	Shareholder Proposal Regarding Racial and Gender Layoff Diversity Report	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	For	Against
11.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	Against	Against	For
12.	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

AIRBNB INC

ISIN US0090661010

Ticker ABNB

Country United States

Blocking No

Meeting Date 01-Jun-23

Deadline Date 31-May-23

Meeting Date 06-Apr-23

Deadline Date 30-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Nathan Blecharczyk	Management	For	For	For
1.2	Elect Alfred Lin	Management	For	Withhold	Against
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

ALPHABET INC

ISIN	US02079K3059
Ticker	GOOGL
Country	United States
Blocking	No
Meeting Date	02-Jun-23
Deadline Date	01-Jun-23
Meeting Date	04-Apr-23
Deadline Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Larry Page	Management	For	For	For
1b.	Elect Sergey Brin	Management	For	For	For
1c.	Elect Sundar Pichai	Management	For	For	For
1d.	Elect John L. Hennessy	Management	For	For	Against
1e.	Elect Frances H. Arnold	Management	For	For	Against
1f.	Elect R. Martin Chavez	Management	For	For	For
1g.	Elect L. John Doerr	Management	For	For	Against
1h.	Elect Roger W. Ferguson, Jr.	Management	For	For	For
1i.	Elect Ann Mather	Management	For	For	For
1j.	Elect K. Ram Shriram	Management	For	For	For
1k.	Elect Robin L. Washington	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	Against
3.	Amendment to the 2021 Stock Plan	Management	For	For	Against
4.	Advisory Vote on Executive Compensation	Management	For	For	Against
5.	Frequency of Advisory Vote on Executive Compensation	Management	3 years	3 years	Against
6.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	Against	Against
7.	Shareholder Proposal Regarding Congruency Report of Partnerships with Certain Organizations	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Lobbying Activity Alignment with Climate Commitments and the Paris Agreement	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

ALPHABET INC

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
9.	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Shareholder	Against	Against	For
11.	Shareholder Proposal Regarding Human Rights Impact Assessment	Shareholder	Against	For	Against
12.	Shareholder Proposal Regarding Algorithm Disclosures	Shareholder	Against	For	Against
13.	Shareholder Proposal Regarding Alignment of YouTube Policies With Legislation	Shareholder	Against	For	Against
14.	Shareholder Proposal Regarding Content Governance Report	Shareholder	Against	Against	For
15.	Shareholder Proposal Regarding Assessment of Audit and Compliance Committee	Shareholder	Against	For	Against
16.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Shareholder	Against	For	Against
17.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	Against	For
18.	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

BOOKING HOLDINGS INC

ISIN	US09857L1089
Ticker	BKNG
Country	United States
Blocking	No
Meeting Date	06-Jun-23
Deadline Date	05-Jun-23
Meeting Date	11-Apr-23
Deadline Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Glenn D. Fogel	Management	For	For	For
1.2	Elect Mirian M. Graddick-Weir	Management	For	For	For
1.3	Elect Wei Hopeman	Management	For	For	For
1.4	Elect Robert J. Mylod Jr.	Management	For	Withhold	Against
1.5	Elect Charles H. Noski	Management	For	For	For
1.6	Elect Joseph "Larry" Quinlan	Management	For	For	For
1.7	Elect Nicholas J. Read	Management	For	For	For
1.8	Elect Thomas E. Rothman	Management	For	For	For
1.9	Elect Sumit Singh	Management	For	For	For
1.10	Elect Lynn M. Vojvodich Radakovich	Management	For	For	For
1.11	Elect Vanessa A. Wittman	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

TAIWAN SEMICONDUCTOR MANUFACTURING

ISIN TW0002330008

Ticker TSM

Country Taiwan

Blocking No

Meeting Date 06-Jun-23

Deadline Date 26-May-23

Meeting Date 06-Apr-23

Deadline Date 22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/ Against Mgmt
1.	2022 Business Report and Financial Statements	Management	For	TNA	N/A
2.	Issuance of Employee Restricted Stock Awards for Year 2023	Management	For	TNA	N/A
3.	Revise the Procedures for Endorsement and Guarantee.	Management	For	TNA	N/A
4.	In Order to Reflect the Audit Committee Name Change to the Audit and Risk Committee, To Revise the Name of Audit Committee in four TSMC Policies	Management	For	TNA	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MERCADOLIBRE INC

ISIN	US58733R1023
Ticker	MELI
Country	United States
Blocking	No
Meeting Date	07-Jun-23
Deadline Date	06-Jun-23
Meeting Date	11-Apr-23
Deadline Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Susan L. Segal	Management	For	For	For
1.2	Elect Mario Eduardo Vázquez	Management	For	Withhold	Against
1.3	Elect Alejandro Nicolás Aguzin	Management	For	Withhold	Against
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LULULEMON ATHLETICA INC.

ISIN	US5500211090
Ticker	LULU
Country	United States
Blocking	No
Meeting Date	07-Jun-23
Deadline Date	06-Jun-23
Meeting Date	10-Apr-23
Deadline Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Michael Casey	Management	For	Against	Against
1b.	Elect Glenn Murphy	Management	For	For	For
1c.	Elect David M. Mussafer	Management	For	Against	Against
1d.	Elect Isabel Ge Mahe	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management		1 Year	N/A
5.	Approval of the 2023 Equity Incentive Plan	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

SALESFORCE INC

ISIN	US79466L3024
Ticker	CRM
Country	United States
Blocking	No
Meeting Date	08-Jun-23
Deadline Date	07-Jun-23
Meeting Date	14-Apr-23
Deadline Date	22-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Marc R. Benioff	Management	For	For	For
1b.	Elect Laura Alber	Management	For	For	For
1c.	Elect Craig A. Conway	Management	For	For	For
1d.	Elect Arnold W. Donald	Management	For	For	For
1e.	Elect Parker Harris	Management	For	For	For
1f.	Elect Neelie Kroes	Management	For	For	For
1g.	Elect Sachin Mehra	Management	For	For	For
1h.	Elect G. Mason Morfit	Management	For	For	For
1i.	Elect Oscar Munoz	Management	For	For	For
1j.	Elect John V. Roos	Management	For	For	For
1k.	Elect Robin L. Washington	Management	For	For	For
1l.	Elect Maynard G. Webb	Management	For	For	For
1m.	Elect Susan D. Wojcicki	Management	For	For	For
2.	Amendment to the 2013 Equity Incentive Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	Against	Against
4.	Advisory Vote on Executive Compensation	Management	For	Against	Against
5.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
6.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

ACTIVISION BLIZZARD INC

ISIN	US00507V1098
Ticker	ATVI
Country	United States
Blocking	No
Meeting Date	21-Jun-23
Deadline Date	20-Jun-23
Meeting Date	25-Apr-23
Deadline Date	16-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Reveta Bowers	Management	For	For	For
1b.	Elect Kerry Carr	Management	For	For	For
1c.	Elect Robert J. Corti	Management	For	For	For
1d.	Elect Brian G. Kelly	Management	For	Against	Against
1e.	Elect Robert A. Kotick	Management	For	For	For
1f.	Elect Barry Meyer	Management	For	For	For
1g.	Elect Robert J. Morgado	Management	For	For	For
1h.	Elect Peter Nolan	Management	For	For	For
1i.	Elect Dawn Ostroff	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Policy on Freedom of Association	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding Report on Harassment and Discrimination	Shareholder	Against	Abstain	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MASTERCARD INCORPORATED

ISIN	US57636Q1040
Ticker	MA
Country	United States
Blocking	No
Meeting Date	27-Jun-23
Deadline Date	26-Jun-23
Meeting Date	28-Apr-23
Deadline Date	12-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Merit E. Janow	Management	For	Against	Against
1b.	Elect Candido Botelho Bracher	Management	For	For	For
1c.	Elect Richard K. Davis	Management	For	For	For
1d.	Elect Julius Genachowski	Management	For	For	For
1e.	Elect Choon Phong Goh	Management	For	For	For
1f.	Elect Oki Matsumoto	Management	For	For	For
1g.	Elect Michael Miebach	Management	For	For	For
1h.	Elect Youngme E. Moon	Management	For	For	For
1i.	Elect Rima Qureshi	Management	For	For	For
1j.	Elect Gabrielle Sulzberger	Management	For	For	For
1k.	Elect Harit Talwar	Management	For	For	For
1l.	Elect Lance Uggl	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Approval of the Employee Stock Purchase Plan	Management	For	For	For
5.	Ratification of Auditor	Management	For	Against	Against
6.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	Against	For
9.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions00	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Cost Benefit Analysis of Global Diversity and Inclusion Efforts	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

BROOKFIELD RENEWABLE CORPORATION

ISIN	CA11284V1058
Ticker	BEPC
Country	United States
Blocking	No
Meeting Date	27-Jun-23
Deadline Date	22-Jun-23
Meeting Date	09-May-23
Deadline Date	12-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Jeffrey M. Blidner	Management	For	Withhold	Against
1.2	Elect Scott R. Cutler	Management	For	For	For
1.3	Elect Sarah Deasley	Management	For	For	For
1.4	Elect Nancy Dorn	Management	For	For	For
1.5	Elect Eleazar de Carvalho Filho	Management	For	For	For
1.6	Elect Randy MacEwen	Management	For	For	For
1.7	Elect David Mann	Management	For	For	For
1.8	Elect Louis J. Maroun	Management	For	For	For
1.9	Elect Stephen Westwell	Management	For	For	For
1.10	Elect Patricia Zuccotti	Management	For	For	For
2	Appointment of Auditor and Authority to Set Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

SHOPIFY INC

ISIN	CA82509L1076
Ticker	SHOP
Country	Canada
Blocking	No
Meeting Date	27-Jun-23
Deadline Date	22-Jun-23
Meeting Date	16-May-23
Deadline Date	12-Jun-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Tobias Lütke	Management	For	For	For
1B	Elect Robert G. Ashe	Management	For	Against	Against
1C	Elect Gail Goodman	Management	For	Against	Against
1D	Elect Colleen M. Johnston	Management	For	Against	Against
1E	Elect Jeremy Levine	Management	For	Against	Against
1F	Elect Toby Shannan	Management	For	For	For
1G	Elect Fidji Simo	Management	For	For	For
1H	Elect Bret Taylor	Management	For	For	For
2	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

LINDE PLC

ISIN	IE000S9YS762
Ticker	
Country	Ireland
Blocking	No
Meeting Date	24-Jul-23
Deadline Date	07-Jul-23
Meeting Date	27-Apr-23
Deadline Date	03-Jul-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A	Elect Stephen F. Angel	Management	For	For	For
1B	Elect Sanjiv Lamba	Management	For	For	For
1C	Elect Ann-Kristin Achleitner	Management	For	For	For
1D	Elect Thomas Enders	Management	For	For	For
1E	Elect Hugh Grant	Management	For	Against	Against
1F	Elect Joe Kaeser	Management	For	Against	Against
1G	Elect Victoria E. Ossadnik	Management	For	Against	Against
1H	Elect Martin H. Richenhagen	Management	For	For	For
1I	Elect Alberto Weisser	Management	For	For	For
1J	Elect Robert L. Wood	Management	For	For	For
2A	Ratification of Auditor	Management	For	Against	Against
2B	Authority to Set Auditor's Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For
4	Amendment to Supermajority Requirements	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

ICON PLC

ISIN	IE0005711209
Ticker	ICLR
Country	Ireland
Blocking	No
Meeting Date	25-Jul-23
Deadline Date	21-Jul-23
Meeting Date	02-Jun-23
Deadline Date	13-Jul-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Ciaran Murray	Management	For	For	For
1.2	Elect Steve Cutler	Management	For	For	For
1.3	Elect Rónán Murphy	Management	For	For	For
1.4	Elect John Climax	Management	For	For	For
1.5	Elect Eugene McCague	Management	For	For	For
1.6	Elect Joan Garahy	Management	For	For	For
1.7	Elect Julie O'Neill	Management	For	For	For
1.8	Elect Linda S. Grais	Management	For	For	For
2.	Accounts and Reports	Management	For	For	For
3.	Authority to Set Auditor's Fees	Management	For	For	For
4.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
5.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
6.	Authority to Repurchase Shares	Management	For	For	For
7.	Authorize Price Range for the Reissuance of Treasury Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NIKE, INC.

ISIN	US6541061031
Ticker	NKE
Country	United States
Blocking	No
Meeting Date	12-Sep-23
Deadline Date	11-Sep-23
Meeting Date	12-Jul-23
Deadline Date	13-Sep-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Cathleen A. Benko	Management	For	For	For
1b.	Elect Alan B. Graf, Jr.	Management	For	For	For
1c.	Elect John W. Rogers, Jr.	Management	For	Withhold	Against
1d.	Elect Robert Holmes Swan	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Report on Supply Chain Management	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

NOVARTIS AG

ISIN CH0012005267

Ticker

Country Switzerland

Blocking No

Meeting Date 15-Sep-23

Deadline Date 07-Sep-23

Meeting Date 12-Sep-23

Deadline Date 29-Aug-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Dividend in Kind to Effect Spin-Off of Sandoz Group AG	Management	For	For	For
2	Amendment to Par Value	Management	For	For	For
3	Additional or Amended Proposals	Management		Against	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MEDTRONIC PLC

ISIN	IE00BTN1Y115
Ticker	MDT
Country	Ireland
Blocking	No
Meeting Date	19-Oct-23
Deadline Date	18-Oct-23
Meeting Date	25-Aug-23
Deadline Date	09-Oct-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Craig Arnold	Management	For	For	For
1b.	Elect Scott C. Donnelly	Management	For	For	For
1c.	Elect Lidia L. Fonseca	Management	For	For	For
1d.	Elect Andrea J. Goldsmith	Management	For	For	For
1e.	Elect Randall J. Hogan, III	Management	For	For	For
1f.	Elect Gregory P. Lewis	Management	For	For	For
1g.	Elect Kevin E. Lofton	Management	For	For	For
1h.	Elect Geoffrey Straub Martha	Management	For	For	For
1i.	Elect Elizabeth G. Nabel	Management	For	For	For
1j.	Elect Denise M. O'Leary	Management	For	Against	Against
1k.	Elect Kendall J. Powell	Management	For	Against	Against
2.	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Approval of the 2024 Employee Stock Purchase Plan	Management	For	For	For
5.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7.	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

AUTOMATIC DATA PROCESSING INC.

ISIN	US0530151036
Ticker	ADP
Country	United States
Blocking	No
Meeting Date	08-Nov-23
Deadline Date	07-Nov-23
Meeting Date	11-Sep-23
Deadline Date	31-Oct-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Peter E. Bisson	Management	For	For	For
1b.	Elect Maria Black	Management	For	For	For
1c.	Elect David V. Goekeler	Management	For	For	For
1d.	Elect Linnie M. Haynesworth	Management	For	For	For
1e.	Elect John P. Jones	Management	For	For	For
1f.	Elect Francine S. Katsoudas	Management	For	For	For
1g.	Elect Nazzic S. Keene	Management	For	For	For
1h.	Elect Thomas J. Lynch	Management	For	For	For
1i.	Elect Scott F. Powers	Management	For	For	For
1j.	Elect William J. Ready	Management	For	Against	Against
1k.	Elect Carlos A. Rodriguez	Management	For	Against	Against
1l.	Elect Sandra S. Wijnberg	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

CISCO SYSTEMS, INC.

ISIN	US17275R1023
Ticker	CSCO
Country	United States
Blocking	No
Meeting Date	06-Dec-23
Deadline Date	05-Dec-23
Meeting Date	09-Oct-23
Deadline Date	27-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Wesley G. Bush	Management	For	For	For
1b.	Elect Michael D. Capellas	Management	For	For	For
1c.	Elect Mark S. Garrett	Management	For	For	For
1d.	Elect John D. Harris II	Management	For	For	For
1e.	Elect Kristina M. Johnson	Management	For	For	For
1f.	Elect Sarah Rae Murphy	Management	For	For	For
1g.	Elect Charles H. Robbins	Management	For	For	For
1h.	Elect Daniel H. Schulman	Management	For	For	For
1i.	Elect Marianna Tessel	Management	For	For	For
2.	Amendment to the 2005 Stock Incentive Plan	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
5.	Ratification of Auditor	Management	For	Against	Against
6.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	Against

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MICROSOFT CORPORATION

ISIN	US5949181045
Ticker	MSFT
Country	United States
Blocking	No
Meeting Date	07-Dec-23
Deadline Date	06-Dec-23
Meeting Date	29-Sep-23
Deadline Date	27-Nov-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Reid G. Hoffman	Management	For	For	For
1b.	Elect Hugh F. Johnston	Management	For	Against	Against
1c.	Elect Teri L. List	Management	For	For	For
1d.	Elect Catherine MacGregor	Management	For	For	For
1e.	Elect Mark Mason	Management	For	For	For
1f.	Elect Satya Nadella	Management	For	For	For
1g.	Elect Sandra E. Peterson	Management	For	For	For
1h.	Elect Penny S. Pritzker	Management	For	For	For
1i.	Elect Carlos A. Rodriguez	Management	For	For	For
1j.	Elect Charles W. Scharf	Management	For	For	For
1k.	Elect John W. Stanton	Management	For	For	For
1l.	Elect Emma N. Walmsley	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	Against	Against
5.	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

MICROSOFT CORPORATION

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/ Against Mgmt
7.	Shareholder Proposal Regarding Report on Government Takedown Requests	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Risks of Developing Military Weapons	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Options	Shareholder	Against	Against	For
10.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	Against
11.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Shareholder	Against	Against	For
12.	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	Against	For
13.	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-23 to 31-Dec-23

PALO ALTO NETWORKS INC

ISIN	US6974351057
Ticker	PANW
Country	United States
Blocking	No
Meeting Date	12-Dec-23
Deadline Date	11-Dec-23
Meeting Date	16-Oct-23
Deadline Date	01-Dec-23

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Nikesh Arora	Management	For	For	For
1b.	Elect Aparna Bawa	Management	For	Against	Against
1c.	Elect Carl M. Eschenbach	Management	For	For	For
1d.	Elect Lorraine Twohill	Management	For	Against	Against
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against
4.	Amendment to the 2021 Equity Incentive Plan	Management	For	For	For