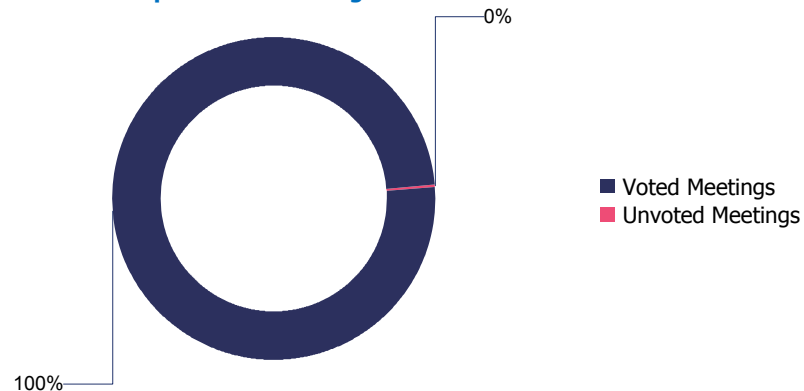


Meeting Overview

Category	Number
Votable Meetings	378
Meetings Voted	377
Proxy Contests Voted	1
Meetings with Against Management Votes	294
Meetings with Against ISS Votes	253

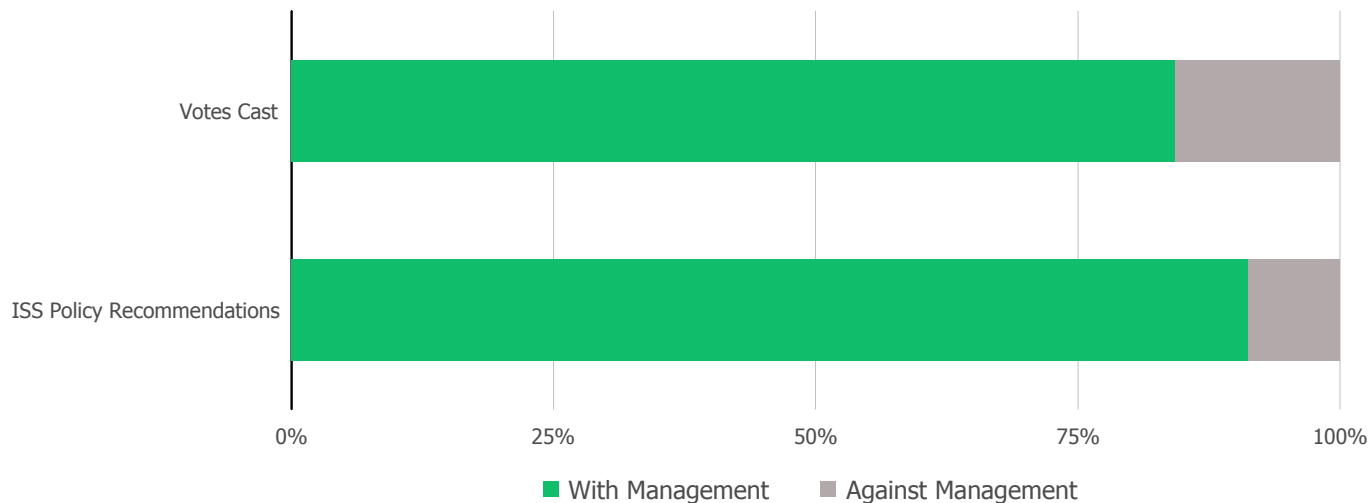
Comparison of Meetings Voted



With 378 meetings available to vote during the period, 377 were voted, equating to approximately 100% of the votable meetings with close to 0% unvoted.

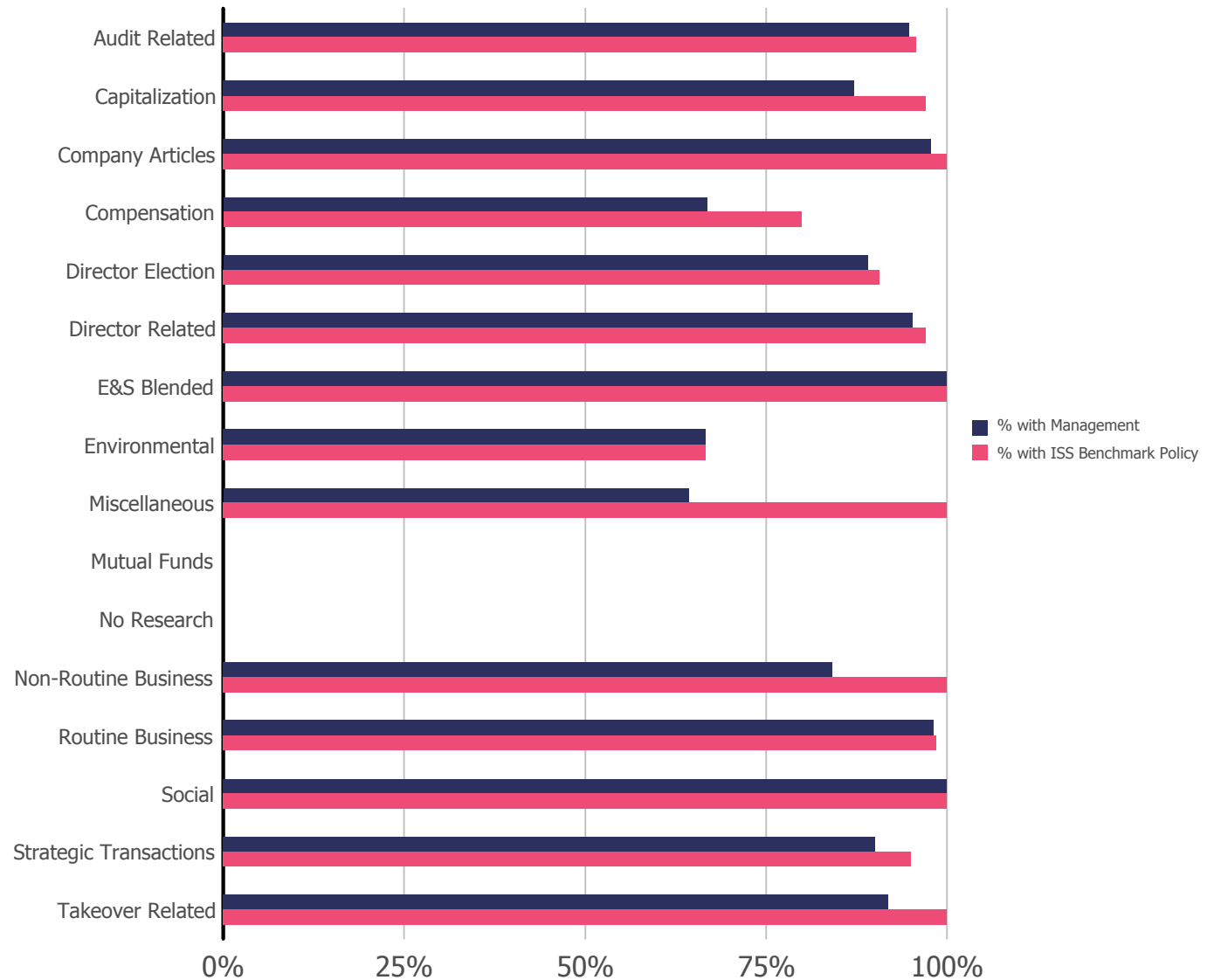
Alignment with Management

- > Comparing vote cast alignment with management recommendations highlights similarities and differences between your governance philosophies and the investee's approach to key corporate governance issues.
- > The votes cast on ballots during the reporting period are aligned with management recommendations in 84% of cases, while the ISS Benchmark Policy recommendations are at 91% alignment with management recommendations.



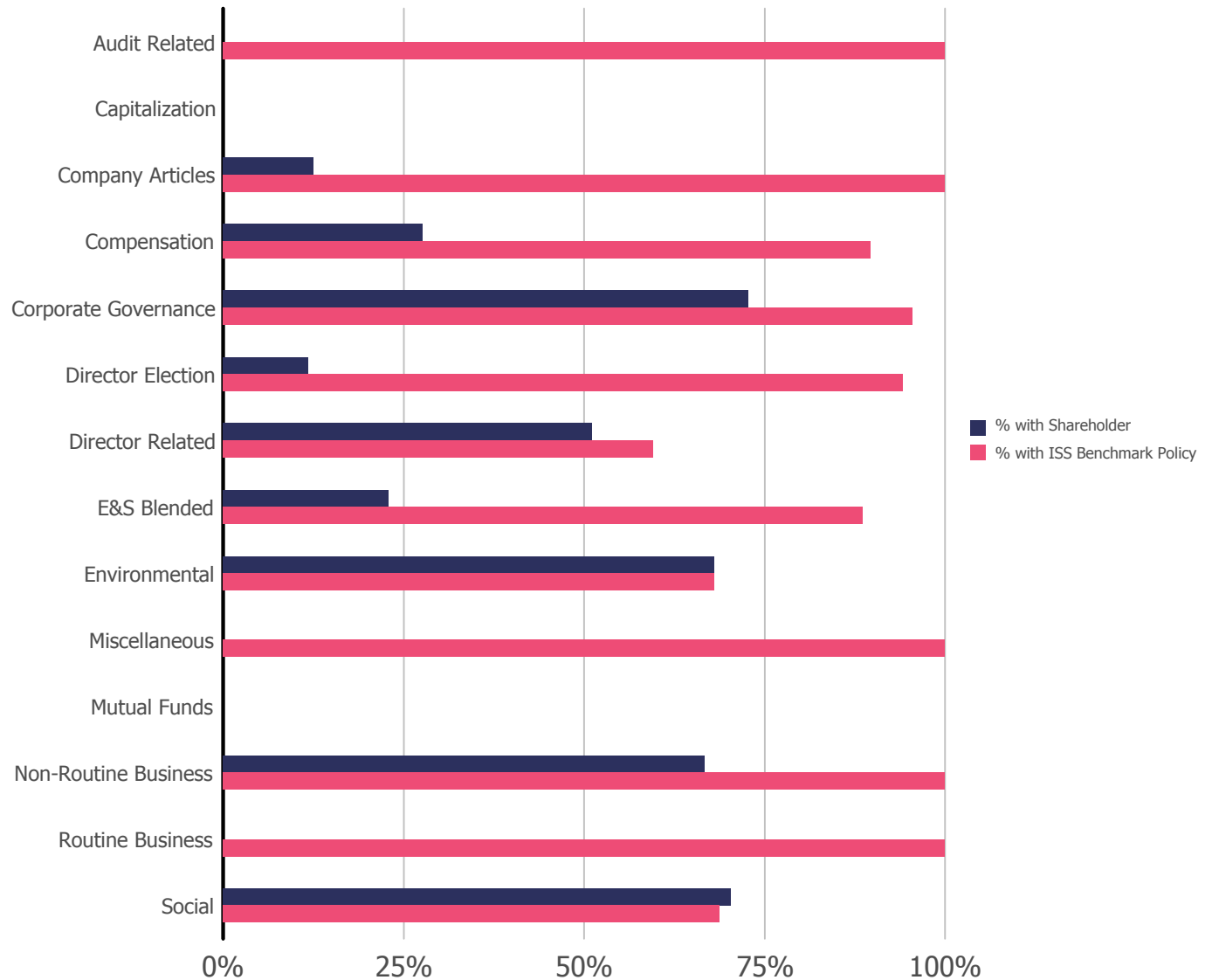
Votes Cast on Management Proposal Categories

- › Comparing the votes cast in support of Management proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- › Votes cast during the reporting period were least in line with management on Miscellaneous matters, where only 64% of votes followed management recommendations.
- › Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Votes Cast on Shareholder Proposal Categories

- › Comparing the votes cast in support of Shareholder proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- › Votes cast during the reporting period show the highest level of support for shareholder proposals related to Corporate Governance, at 73% and the lowest level of support for shareholder proposals related to Audit Related, Miscellaneous, Routine Business, with 0% of proposals supported.
- › Across categories, votes cast on shareholder proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Sector	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Communication Services	100%	35%	22%	11%
Consumer Discretionary	100%	35%	24%	10%
Consumer Staples	100%	13%	11%	9%
Energy	100%	13%	10%	10%
Financials	100%	13%	14%	9%
Health Care	100%	14%	17%	9%
Industrials	100%	9%	13%	8%
Information Technology	100%	27%	16%	14%
Materials	96%	11%	10%	8%
Real Estate	100%	42%	21%	12%
Utilities	100%	5%	10%	5%
TOTALS	100%	19%	16%	10%

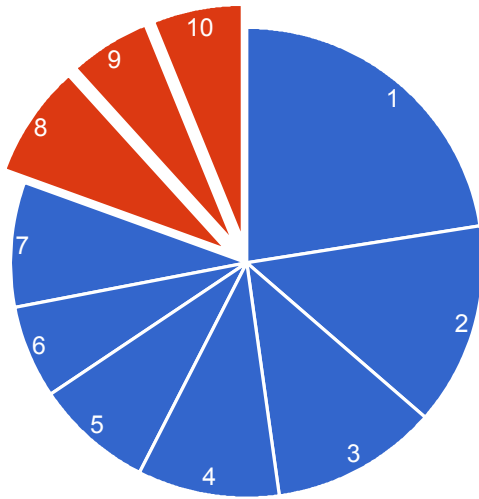
Region	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 ¹	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Africa	N/A	N/A	N/A	N/A
Americas	100%	29%	19%	14%
Antarctica	N/A	N/A	N/A	N/A
Asia	100%	21%	18%	8%
Europe	99%	10%	13%	6%
North America	N/A	N/A	N/A	N/A
Oceania	N/A	N/A	N/A	N/A
Unknown	N/A	N/A	N/A	N/A
TOTALS	100%	19%	16%	10%

¹Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Largest Portfolio Positions with High Governance Risk

The table below highlights the top 15 largest positions for those companies deemed high-risk, as indicated by an ISS Governance QualityScore between 8 and 10. Companies are only shown if they held a meeting during the reporting period.

Portfolio Risk by ISS Governance QualityScore



19%² of the companies within your portfolio that held meetings during the reporting period are high risk, falling within the ISS Governance QualityScore range of **10** through **8**.

Company	Ticker	Estimated Position Value (USD) ¹	ISS Governance QualityScore	Board Structure	Compensation/Remuneration	Shareholder Rights & Takeover Defenses	Audit & Risk Oversight
NVIDIA Corporation	NVDA	519.9 M	8	10	1	8	7
Amazon.com, Inc.	AMZN	413.7 M	10	10	10	2	4
Berkshire Hathaway Inc.	BRK.B	361.1 M	10	10	10	10	10
Meta Platforms, Inc.	META	356.8 M	10	10	10	10	8
LVMH Moët Hennessy Louis Vuitton SE	MC	221.5 M	10	9	10	7	4
Walmart Inc.	WMT	122.2 M	9	8	10	1	8
Broadcom Inc.	AVGO	120.6 M	9	6	10	3	5
AbbVie Inc.	ABBV	113.2 M	8	5	6	9	7
Unilever Plc	ULVR	110.7 M	9	1	10	1	7
Tesla, Inc.	TSLA	109.5 M	9	9	8	9	8
Hermès International SCA	RMS	108.7 M	8	7	8	10	6
Toyota Motor Corp.	7203	104.3 M	9	10	1	4	1
GSK Plc	GSK	86.7 M	10	8	10	1	10
Netflix, Inc.	NFLX	86.6 M	10	10	10	6	10
NIKE, Inc.	NKE	84.3 M	9	10	4	10	9

ISS Governance QualityScore is a data driven scoring and screening solution designed to identify governance risk within companies. ISS Governance QualityScore is derived from publicly disclosed data on the company's governance practices. Scores indicate decile rank relevant to index or region. For more information on ISS Governance QualityScore, visit <https://www.issgovernance.com/solutions/iss-analytics/qualityscore/>.

¹Estimated values are based on shares held on record date for the company's most recently held meeting during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

²Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Contested Meetings Overview

Company	Ticker	ISS Governance QualityScore	Meeting Date	Position Value (USD)*	ISS Recommended Slate	Slate Voted	Key Takeaways
Illumina, Inc.	ILMN	10	25-May-2023	22.1 M	Dissident	Dissident	> There are concerns surrounding the magnitude and structure of one-time equity awards made to the CEO.

*Values are based on shares held on record date for the company's meeting held during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

Contested Meetings & Largest Portfolio Positions with High Governance Risk Meeting Details

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1a	Elect Director Diane M. Bryant	For		For	
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1b	Elect Director Gayla J. Delly	For		For	
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1c	Elect Director Raul J. Fernandez	For		For	
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1d	Elect Director Eddy W. Hartenstein	For		For	Concerns about human rights
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1e	Elect Director Check Kian Low	For		For	
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1f	Elect Director Justine F. Page	For		For	
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1g	Elect Director Henry Samueli	For		For	
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1h	Elect Director Hock E. Tan	For		For	
Broadcom Inc.	AVGO	1716200	03-Apr-2023	1i	Elect Director Harry L. You	For		Against	1- Concerns about remuneration committee performance 2- Overboarded/Too many other time commitments
Broadcom Inc.	AVGO	1716200	03-Apr-2023	2	Ratify PricewaterhouseCoopers LLP as Auditors	For		For	
Broadcom Inc.	AVGO	1716200	03-Apr-2023	3	Amend Omnibus Stock Plan	For		Against	Pay is misaligned with EOS remuneration principles
Broadcom Inc.	AVGO	1716200	03-Apr-2023	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	Pay is misaligned with EOS remuneration principles
Broadcom Inc.	AVGO	1716200	03-Apr-2023	5	Advisory Vote on Say on Pay Frequency	One Year		One Year	Annual vote provides for greater shareholder oversight
Hermes International SCA	RMS	1726642	20-Apr-2023	1	Approve Financial Statements and Statutory Reports	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	3	Approve Discharge of General Managers	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hermes International SCA	RMS	1726642	20-Apr-2023	4	Approve Allocation of Income and Dividends of EUR 13 per Share	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	5	Approve Auditors' Special Report on Related-Party Transactions	For		Against	Insufficient justification for related party transaction
Hermes International SCA	RMS	1726642	20-Apr-2023	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		Against	Poison pill/anti-takeover measure not in investors interests
Hermes International SCA	RMS	1726642	20-Apr-2023	7	Approve Compensation Report of Corporate Officers	For		Against	Pay is misaligned with EOS remuneration principles
Hermes International SCA	RMS	1726642	20-Apr-2023	8	Approve Compensation of Axel Dumas, General Manager	For		Against	Pay is misaligned with EOS remuneration principles
Hermes International SCA	RMS	1726642	20-Apr-2023	9	Approve Compensation of Emile Hermes SAS, General Manager	For		Against	Pay is misaligned with EOS remuneration principles
Hermes International SCA	RMS	1726642	20-Apr-2023	10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	11	Approve Remuneration Policy of General Managers	For		Against	Pay is misaligned with EOS remuneration principles
Hermes International SCA	RMS	1726642	20-Apr-2023	12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	13	Reelect Dorothee Altmayer as Supervisory Board Member	For		Against	Lack of independence on board
Hermes International SCA	RMS	1726642	20-Apr-2023	14	Reelect Monique Cohen as Supervisory Board Member	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	15	Reelect Renaud Mommeja as Supervisory Board Member	For		Against	Lack of independence on board Concerns related to inappropriate membership of committees
Hermes International SCA	RMS	1726642	20-Apr-2023	16	Reelect Eric de Seynes as Supervisory Board Member	For		Against	Lack of independence on board Concerns related to approach to below-board gender diversity

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hermes International SCA	RMS	1726642	20-Apr-2023	17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	18	Renew Appointment of Grant Thornton Audit as Auditor	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	For		Against	Poison pill/anti-takeover measure not in investors interests
Hermes International SCA	RMS	1726642	20-Apr-2023	22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	For		Against	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
Hermes International SCA	RMS	1726642	20-Apr-2023	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
Hermes International SCA	RMS	1726642	20-Apr-2023	24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	For		Against	Poison pill/anti-takeover measure not in investors interests Issue of equity raises concerns about excessive dilution of existing shareholders
Hermes International SCA	RMS	1726642	20-Apr-2023	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For		Against	Poison pill/anti-takeover measure not in investors interests
Hermes International SCA	RMS	1726642	20-Apr-2023	26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	For		Against	Concerns to protect shareholder value

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Hermes International SCA	RMS	1726642	20-Apr-2023	27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	For		Against	Concerns to protect shareholder value
Hermes International SCA	RMS	1726642	20-Apr-2023	28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For		Against	Pay is misaligned with EOS remuneration principles
Hermes International SCA	RMS	1726642	20-Apr-2023	29	Authorize Filing of Required Documents/Other Formalities	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	1	Approve Financial Statements and Statutory Reports	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	4	Approve Auditors' Special Report on Related-Party Transactions	For		Against	Insufficient justification for related party transaction
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	5	Reelect Delphine Arnault as Director	For		Against	Lack of independence on board
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	6	Reelect Antonio Belloni as Director	For		Against	Lack of independence on board
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	7	Reelect Marie-Josee Kravis as Director	For		Against	Lack of independence on board
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	8	Reelect Marie-Laure Sauty de Chalon as Director	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	9	Reelect Natacha Valla as Director	For		Against	Combined CEO/Chair
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	10	Elect Laurent Mignon as Director	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	11	Renew Appointment of Lord Powell of Bayswater as Censor	For		Against	Insufficient basis to support a decision
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	12	Appoint Diego Della Valle as Censor	For		Against	Insufficient basis to support a decision

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	13	Approve Compensation Report of Corporate Officers	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	14	Approve Compensation of Bernard Arnault, Chairman and CEO	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	15	Approve Compensation of Antonio Belloni, Vice-CEO	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	16	Approve Remuneration Policy of Directors	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	17	Approve Remuneration Policy of Chairman and CEO	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	18	Approve Remuneration Policy of Vice-CEO	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For		For	
LVMH Moet Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	For		Against	Issue of equity raises concerns about excessive dilution of existing shareholders

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	For		Against	Issue of equity raises concerns about excessive dilution of existing shareholders
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For		Against	Issue of equity raises concerns about excessive dilution of existing shareholders
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	For		Against	Issue of equity raises concerns about excessive dilution of existing shareholders
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1724571	20-Apr-2023	30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	1	Accept Financial Statements and Statutory Reports	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	2	Approve Remuneration Report	For		For	Pay is misaligned with EOS remuneration principles
Unilever Plc	ULVR	1717857	03-May-2023	3	Re-elect Nils Andersen as Director	For		For	Failure to provide DEI disclosures in line with UK listing rules
Unilever Plc	ULVR	1717857	03-May-2023	4	Re-elect Judith Hartmann as Director	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Unilever Plc	ULVR	1717857	03-May-2023	5	Re-elect Adrian Hennah as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	6	Re-elect Alan Jope as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	7	Re-elect Andrea Jung as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	8	Re-elect Susan Kilsby as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	9	Re-elect Ruby Lu as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	10	Re-elect Strive Masiyiwa as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	11	Re-elect Youngme Moon as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	12	Re-elect Graeme Pitkethly as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	13	Re-elect Feike Sijbesma as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	14	Elect Nelson Peltz as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	15	Elect Hein Schumacher as Director	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	16	Reappoint KPMG LLP as Auditors	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	17	Authorise Board to Fix Remuneration of Auditors	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	18	Authorise UK Political Donations and Expenditure	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	19	Authorise Issue of Equity	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	20	Authorise Issue of Equity without Pre-emptive Rights	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For		For	
Unilever Plc	ULVR	1717857	03-May-2023	22	Authorise Market Purchase of Ordinary Shares	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Unilever Plc	ULVR	1717857	03-May-2023	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For		For	
GSK Plc	GSK	1727450	03-May-2023	1	Accept Financial Statements and Statutory Reports	For		For	
GSK Plc	GSK	1727450	03-May-2023	2	Approve Remuneration Report	For		For	Pay is misaligned with EOS remuneration principles
GSK Plc	GSK	1727450	03-May-2023	3	Elect Julie Brown as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	4	Elect Vishal Sikka as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	5	Elect Elizabeth McKee Anderson as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	6	Re-elect Sir Jonathan Symonds as Director	For		For	Failure to provide DEI disclosures in line with UK listing rules'
GSK Plc	GSK	1727450	03-May-2023	7	Re-elect Dame Emma Walmsley as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	8	Re-elect Charles Bancroft as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	9	Re-elect Hal Barron as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	10	Re-elect Anne Beal as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	11	Re-elect Harry Dietz as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	12	Re-elect Jesse Goodman as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	13	Re-elect Urs Rohner as Director	For		For	
GSK Plc	GSK	1727450	03-May-2023	14	Reappoint Deloitte LLP as Auditors	For		For	
GSK Plc	GSK	1727450	03-May-2023	15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For		For	
GSK Plc	GSK	1727450	03-May-2023	16	Approve Amendments to the Remuneration Policy	For		For	
GSK Plc	GSK	1727450	03-May-2023	17	Authorise UK Political Donations and Expenditure	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
GSK Plc	GSK	1727450	03-May-2023	18	Authorise Issue of Equity	For		For	
GSK Plc	GSK	1727450	03-May-2023	19	Authorise Issue of Equity without Pre-emptive Rights	For		For	
GSK Plc	GSK	1727450	03-May-2023	20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For		For	
GSK Plc	GSK	1727450	03-May-2023	21	Authorise Market Purchase of Ordinary Shares	For		For	
GSK Plc	GSK	1727450	03-May-2023	22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	For		For	
GSK Plc	GSK	1727450	03-May-2023	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For		For	
AbbVie Inc.	ABBV	1731287	05-May-2023	1.1	Elect Director Robert J. Alpern	For		Withhold	Concerns related to approach to board gender diversity Concerns about overall board structure
AbbVie Inc.	ABBV	1731287	05-May-2023	1.2	Elect Director Melody B. Meyer	For		For	
AbbVie Inc.	ABBV	1731287	05-May-2023	1.3	Elect Director Frederick H. Waddell	For		Withhold	Concerns about remuneration committee performance
AbbVie Inc.	ABBV	1731287	05-May-2023	2	Ratify Ernst & Young LLP as Auditors	For		For	
AbbVie Inc.	ABBV	1731287	05-May-2023	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	High variable pay ratio Excessive CEO pay Excessive perquisites Options/PSUs vest in less than 36 months
AbbVie Inc.	ABBV	1731287	05-May-2023	4	Eliminate Supermajority Vote Requirement	For		For	
AbbVie Inc.	ABBV	1731287	05-May-2023	5	Adopt Simple Majority Vote	Against		For	Shareholder proposal promotes enhanced shareholder rights

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
AbbVie Inc.	ABBV	1731287	05-May-2023	6	Report on Congruency of Political Spending with Company Values and Priorities	Against		For	1- A vote on transparency on corporate contributions2- SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
AbbVie Inc.	ABBV	1731287	05-May-2023	7	Report on Lobbying Payments and Policy	Against		For	Shareholder proposal promotes transparency
AbbVie Inc.	ABBV	1731287	05-May-2023	8	Report on Impact of Extended Patent Exclusivities on Product Access	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.1	Elect Director Warren E. Buffett	For		For	
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.2	Elect Director Charles T. Munger	For		For	
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.3	Elect Director Gregory E. Abel	For		For	
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.4	Elect Director Howard G. Buffett	For		For	
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.5	Elect Director Susan A. Buffett	For		For	
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.6	Elect Director Stephen B. Burke	For		Withhold	Concerns related to approach to board gender diversity; Concerns related to shareholder value; Inadequate management of climate-related risks; Concerns about remuneration committee performance
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.7	Elect Director Kenneth I. Chenault	For		Withhold	1- Concerns related to approach to board gender diversity2- Concerns related to shareholder value3- Inadequate management of climate-related risks4- Concerns about remuneration committee performance
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.8	Elect Director Christopher C. Davis	For		Withhold	1- Inadequate management of climate-related risks2- Insufficient consideration of climate change in audit and accounts
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.9	Elect Director Susan L. Decker	For		Withhold	1- Inadequate management of climate-related risks2- Insufficient consideration of climate change in audit and accounts

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.10	Elect Director Charlotte Guyman	For		Withhold	1- Concerns related to approach to board gender diversity 2- Concerns related to shareholder value 3- Inadequate management of climate-related risks 4- Concerns about remuneration committee performance
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.11	Elect Director Ajit Jain	For		For	
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.12	Elect Director Thomas S. Murphy, Jr.	For		For	
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.13	Elect Director Ronald L. Olson	For		For	
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.14	Elect Director Wallace R. Weitz	For		Withhold	1- Inadequate management of climate-related risks 2- Insufficient consideration of climate change in audit and accounts
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	1.15	Elect Director Meryl B. Witmer	For		Withhold	1- Inadequate management of climate-related risks 2- Insufficient consideration of climate change in audit and accounts
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For	Granted variable pay is $=2x$ base salary Total pay is in the bottom quartile (low relative to peers)
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	3	Advisory Vote on Say on Pay Frequency	Three Years		One Year	Annual vote provides for greater shareholder oversight
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	4	Report on Physical and Transitional Climate-Related Risks and Opportunities	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	5	Report on Audit Committee's Oversight on Climate Risks and Disclosures	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	6	Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	8	Require Independent Board Chair	Against		Against	Shareholder proposal promotes appropriate accountability or incentivisation
Berkshire Hathaway Inc.	BRK.B	1730666	06-May-2023	9	Encourage Senior Management Commitment to Avoid Political Speech	Against		Against	
Tesla, Inc.	TSLA	1741095	16-May-2023	1.1	Elect Director Elon Musk	For		For	
Tesla, Inc.	TSLA	1741095	16-May-2023	1.2	Elect Director Robyn Denholm	For		Against	1- Concerns about overall board structure 2- Concerns related to below-board gender diversity 3- Concerns to protect shareholder value
Tesla, Inc.	TSLA	1741095	16-May-2023	1.3	Elect Director JB Straubel	For		Against	Concerns about overall board structure
Tesla, Inc.	TSLA	1741095	16-May-2023	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For	Granted variable pay is <=2x base salary Total pay is in the bottom quartile (low relative to peers)
Tesla, Inc.	TSLA	1741095	16-May-2023	3	Advisory Vote on Say on Pay Frequency	Three Years		One Year	Annual vote provides for greater shareholder oversight
Tesla, Inc.	TSLA	1741095	16-May-2023	4	Ratify PricewaterhouseCoopers LLP as Auditors	For		For	
Tesla, Inc.	TSLA	1741095	16-May-2023	5	Report on Key-Person Risk and Efforts to Ameliorate It	Against		Against	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1a	Elect Director Jeffrey P. Bezos	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1b	Elect Director Andrew R. Jassy	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1c	Elect Director Keith B. Alexander	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1d	Elect Director Edith W. Cooper	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1e	Elect Director Jamie S. Gorelick	For		Against	Concerns about human rights
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1f	Elect Director Daniel P. Huttenlocher	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1g	Elect Director Judith A. McGrath	For		Against	Concerns about remuneration committee performance
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1h	Elect Director Indra K. Nooyi	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1i	Elect Director Jonathan J. Rubinstein	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1j	Elect Director Patricia Q. Stonesifer	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	1k	Elect Director Wendell P. Weeks	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	2	Ratify Ratification of Ernst & Young LLP as Auditors	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	1- Insufficient action taken on low say-on-pay results2- Insufficient disclosure
Amazon.com, Inc.	AMZN	1743460	24-May-2023	4	Advisory Vote on Say on Pay Frequency	One Year		One Year	Annual vote provides for greater shareholder oversight
Amazon.com, Inc.	AMZN	1743460	24-May-2023	5	Amend Omnibus Stock Plan	For		For	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	6	Report on Climate Risk in Retirement Plan Options	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	7	Report on Customer Due Diligence	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	9	Report on Government Take Down Requests	Against		Against	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	11	Publish a Tax Transparency Report	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Amazon.com, Inc.	AMZN	1743460	24-May-2023	12	Report on Climate Lobbying	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	13	Report on Median and Adjusted Gender/Racial Pay Gaps	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against		Against	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against		Against	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	17	Consider Pay Disparity Between Executives and Other Employees	Against		Against	Shareholder proposal promotes appropriate accountability or incentivisation
Amazon.com, Inc.	AMZN	1743460	24-May-2023	18	Report on Animal Welfare Standards	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	19	Establish a Public Policy Committee	Against		Against	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against		Against	
Amazon.com, Inc.	AMZN	1743460	24-May-2023	21	Commission a Third Party Audit on Working Conditions	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Amazon.com, Inc.	AMZN	1743460	24-May-2023	22	Report on Efforts to Reduce Plastic Use	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1743460	24-May-2023	23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Illumina, Inc.	ILMN	1746919	25-May-2023	1A	Elect Management Nominee Director Frances Arnold	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1B	Elect Management Nominee Director Francis A. deSouza	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1C	Elect Management Nominee Director Caroline D. Dorsa	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1D	Elect Management Nominee Director Robert S. Epstein	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1E	Elect Management Nominee Director Scott Gottlieb	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1F	Elect Management Nominee Director Gary S. Guthart	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1G	Elect Management Nominee Director Philip W. Schiller	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1H	Elect Management Nominee Director Susan E. Siegel	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1I	Elect Management Nominee Director John W. Thompson	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1J	Elect Dissident Nominee Director Vincent J. Intrieri	Against		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1K	Elect Dissident Nominee Director Jesse A. Lynn	Against		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1L	Elect Dissident Nominee Director Andrew J. Teno	Against		Do Not Vote	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Illumina, Inc.	ILMN	1746919	25-May-2023	2	Ratify Ernst & Young LLP as Auditors	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	4	Advisory Vote on Say on Pay Frequency	One Year		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	5	Amend Omnibus Stock Plan	For		Do Not Vote	
Illumina, Inc.	ILMN	1746919	25-May-2023	1.1	Elect Dissident Nominee Director Vincent J. Intrieri	For		Withhold	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
Illumina, Inc.	ILMN	1746919	25-May-2023	1.2	Elect Dissident Nominee Director Jesse A. Lynn	For		Withhold	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
illumina, Inc.	ILMN	1746919	25-May-2023	1.3	Elect Dissident Nominee Director Andrew J. Teno	For		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
illumina, Inc.	ILMN	1746919	25-May-2023	1.4	Elect Management Nominee Director Frances Arnold	None		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
illumina, Inc.	ILMN	1746919	25-May-2023	1.5	Elect Management Nominee Director Caroline D. Dorsa	None		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
illumina, Inc.	ILMN	1746919	25-May-2023	1.6	Elect Management Nominee Director Scott Gottlieb	None		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Illumina, Inc.	ILMN	1746919	25-May-2023	1.7	Elect Management Nominee Director Gary S. Guthart	None		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
Illumina, Inc.	ILMN	1746919	25-May-2023	1.8	Elect Management Nominee Director Philip W. Schiller	None		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
Illumina, Inc.	ILMN	1746919	25-May-2023	1.9	Elect Management Nominee Director Susan E. Siegel	None		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Illumina, Inc.	ILMN	1746919	25-May-2023	1.10	Elect Management Nominee Director Francis A. deSouza	Against		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
Illumina, Inc.	ILMN	1746919	25-May-2023	1.11	Elect Management Nominee Director Robert S. Epstein	Against		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Illumina, Inc.	ILMN	1746919	25-May-2023	1.12	Elect Management Nominee Director John W. Thompson	Against		Withhold	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
Illumina, Inc.	ILMN	1746919	25-May-2023	2	Ratify Ernst & Young LLP as Auditors	For		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
illumina, Inc.	ILMN	1746919	25-May-2023	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against		Against	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
illumina, Inc.	ILMN	1746919	25-May-2023	4	Advisory Vote on Say on Pay Frequency	One Year		One Year	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Illumina, Inc.	ILMN	1746919	25-May-2023	5	Amend Omnibus Stock Plan	None		For	The unquantified nature of the potential upside of retaining GRAIL, the continuing expense of holding GRAIL separate, the relationship between the CEO and Chairman, and questions about insufficient management accountability lead to a conclusion that the dissident has made a case that change is warranted to enhance shareholder representation in the boardroom and bolster the board's credibility. Votes are warranted FOR dissident nominee Andrew Teno and management nominees Frances Arnold, Francis deSouza, Caroline Dorsa, Robert Epstein, Scott Gottlieb, Gary Guthart, Philip Schiller, and Susan Siegelare on the dissident (GOLD) card.
Meta Platforms, Inc.	META	1745613	31-May-2023	1.1	Elect Director Peggy Alford	For		Withhold	1- Concerns about remuneration committee performance 2- Concerns to protect shareholder value
Meta Platforms, Inc.	META	1745613	31-May-2023	1.2	Elect Director Marc L. Andreessen	For		Withhold	1- Concerns about remuneration committee performance 2- Concerns to protect shareholder value
Meta Platforms, Inc.	META	1745613	31-May-2023	1.3	Elect Director Andrew W. Houston	For		For	
Meta Platforms, Inc.	META	1745613	31-May-2023	1.4	Elect Director Nancy Killefer	For		For	
Meta Platforms, Inc.	META	1745613	31-May-2023	1.5	Elect Director Robert M. Kimmitt	For		Withhold	Lack of independence on board
Meta Platforms, Inc.	META	1745613	31-May-2023	1.6	Elect Director Sheryl K. Sandberg	For		For	
Meta Platforms, Inc.	META	1745613	31-May-2023	1.7	Elect Director Tracey T. Travis	For		For	
Meta Platforms, Inc.	META	1745613	31-May-2023	1.8	Elect Director Tony Xu	For		For	
Meta Platforms, Inc.	META	1745613	31-May-2023	1.9	Elect Director Mark Zuckerberg	For		For	
Meta Platforms, Inc.	META	1745613	31-May-2023	2	Ratify Ernst & Young LLP as Auditors	For		For	
Meta Platforms, Inc.	META	1745613	31-May-2023	3	Report on Government Take Down Requests	Against		Against	
Meta Platforms, Inc.	META	1745613	31-May-2023	4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Meta Platforms, Inc.	META	1745613	31-May-2023	5	Report on Human Rights Impact Assessment of Targeted Advertising	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1745613	31-May-2023	6	Report on Lobbying Payments and Policy	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1745613	31-May-2023	7	Report on Allegations of Political Entanglement and Content Management Biases in India	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1745613	31-May-2023	8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1745613	31-May-2023	9	Report on Data Privacy regarding Reproductive Healthcare	Against		Against	
Meta Platforms, Inc.	META	1745613	31-May-2023	10	Report on Enforcement of Community Standards and User Content	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1745613	31-May-2023	11	Report on Child Safety and Harm Reduction	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1745613	31-May-2023	12	Report on Executive Pay Calibration to Externalized Costs	Against		Against	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1745613	31-May-2023	13	Commission Independent Review of Audit & Risk Oversight Committee	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Walmart Inc.	WMT	1747389	31-May-2023	1a	Elect Director Cesar Conde	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Walmart Inc.	WMT	1747389	31-May-2023	1b	Elect Director Timothy P. Flynn	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	1c	Elect Director Sarah J. Friar	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	1d	Elect Director Carla A. Harris	For		Against	Concerns about remuneration committee performance
Walmart Inc.	WMT	1747389	31-May-2023	1e	Elect Director Thomas W. Horton	For		Against	Concerns related to approach to board diversity Concerns related to approach to board gender diversity
Walmart Inc.	WMT	1747389	31-May-2023	1f	Elect Director Marissa A. Mayer	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	1g	Elect Director C. Douglas McMillon	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	1h	Elect Director Gregory B. Penner	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	1i	Elect Director Randall L. Stephenson	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	1j	Elect Director S. Robson Walton	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	1k	Elect Director Steuart L. Walton	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	2	Advisory Vote on Say on Pay Frequency	One Year		One Year	Annual vote provides for greater shareholder oversight
Walmart Inc.	WMT	1747389	31-May-2023	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	High variable pay ratio Excessive CEO pay
Walmart Inc.	WMT	1747389	31-May-2023	4	Ratify Ernst & Young LLP as Auditors	For		For	
Walmart Inc.	WMT	1747389	31-May-2023	5	Consider Pay Disparity Between CEO and Other Employees	Against		Against	Shareholder proposal promotes appropriate accountability or incentivisation
Walmart Inc.	WMT	1747389	31-May-2023	6	Report on Human Rights Due Diligence	Against		Against	Shareholder proposal promotes better management of SEE opportunities and risks
Walmart Inc.	WMT	1747389	31-May-2023	7	Commission Third Party Racial Equity Audit	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Walmart Inc.	WMT	1747389	31-May-2023	8	Report on Racial and Gender Layoff Diversity	Against		Against	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Walmart Inc.	WMT	1747389	31-May-2023	9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against		Against	
Walmart Inc.	WMT	1747389	31-May-2023	10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against		Against	
Walmart Inc.	WMT	1747389	31-May-2023	11	Report on Risks Related to Operations in China	Against		Against	
Walmart Inc.	WMT	1747389	31-May-2023	12	Oversee and Report a Workplace Health and Safety Audit	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Netflix, Inc.	NFLX	1748051	01-Jun-2023	1a	Elect Director Mathias Dopfner	For		Against	Concerns about remuneration committee performance
Netflix, Inc.	NFLX	1748051	01-Jun-2023	1b	Elect Director Reed Hastings	For		For	
Netflix, Inc.	NFLX	1748051	01-Jun-2023	1c	Elect Director Jay C. Hoag	For		Against	Concerns related to approach to board gender diversityConcerns related to approach to board racial/ethnic diversity
Netflix, Inc.	NFLX	1748051	01-Jun-2023	1d	Elect Director Ted Sarandos	For		For	
Netflix, Inc.	NFLX	1748051	01-Jun-2023	2	Ratify Ernst & Young LLP as Auditors	For		For	
Netflix, Inc.	NFLX	1748051	01-Jun-2023	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	Low shareholding requirementExcessive CEO pay
Netflix, Inc.	NFLX	1748051	01-Jun-2023	4	Advisory Vote on Say on Pay Frequency	One Year		One Year	Annual vote provides for greater shareholder oversight
Netflix, Inc.	NFLX	1748051	01-Jun-2023	5	Amend Right to Call Special Meeting	Against		For	Shareholder proposal promotes appropriate accountability or incentivisation
Netflix, Inc.	NFLX	1748051	01-Jun-2023	6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	Against		Against	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Netflix, Inc.	NFLX	1748051	01-Jun-2023	7	Report on Climate Risk in Retirement Plan Options	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Netflix, Inc.	NFLX	1748051	01-Jun-2023	8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.1	Elect Director Toyoda, Akio	For		Against	1- Concerns about overall board structure 2- Concerns related to board gender diversity 3- Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.2	Elect Director Hayakawa, Shigeru	For		For	
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.3	Elect Director Sato, Koji	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.4	Elect Director Nakajima, Hiroki	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.5	Elect Director Miyazaki, Yoichi	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.6	Elect Director Simon Humphries	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.7	Elect Director Sugawara, Ikuro	For		For	
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.8	Elect Director Sir Philip Craven	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.9	Elect Director Oshima, Masahiko	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	1.10	Elect Director Osono, Emi	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	2.1	Appoint Statutory Auditor Ogura, Katsuyuki	For		For	
Toyota Motor Corp.	7203	1760682	14-Jun-2023	2.2	Appoint Statutory Auditor Shirane, Takeshi	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	2.3	Appoint Statutory Auditor Sakai, Ryuji	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1760682	14-Jun-2023	2.4	Appoint Statutory Auditor Catherine OConnell	For		For	
Toyota Motor Corp.	7203	1760682	14-Jun-2023	3	Appoint Alternate Statutory Auditor Kikuchi, Maoko	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Toyota Motor Corp.	7203	1760682	14-Jun-2023	4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1a	Elect Director Robert K. Burgess	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1b	Elect Director Tench Coxe	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1c	Elect Director John O. Dabiri	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1d	Elect Director Persis S. Drell	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1e	Elect Director Jen-Hsun Huang	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1f	Elect Director Dawn Hudson	For		For	EOS manual override. See analyst note.
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1g	Elect Director Harvey C. Jones	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1h	Elect Director Michael G. McCaffery	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1i	Elect Director Stephen C. Neal	For		For	EOS manual override. See analyst note.
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1j	Elect Director Mark L. Perry	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1k	Elect Director A. Brooke Seawell	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1l	Elect Director Aarti Shah	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	1m	Elect Director Mark A. Stevens	For		For	
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For	EOS manual override. See analyst note.
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	3	Advisory Vote on Say on Pay Frequency	One Year		One Year	Annual vote provides for greater shareholder oversight
NVIDIA Corporation	NVDA	1757305	22-Jun-2023	4	Ratify PricewaterhouseCoopers LLP as Auditors	For		For	
NIKE, Inc.	NKE	1778079	12-Sep-2023	1a	Elect Director Cathleen Benko	For		Withhold	Concerns about remuneration committee performance

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
NIKE, Inc.	NKE	1778079	12-Sep-2023	1b	Elect Director Alan B. Graf, Jr.	For		For	
NIKE, Inc.	NKE	1778079	12-Sep-2023	1c	Elect Director John Rogers, Jr.	For		Withhold	Concerns related to shareholder value
NIKE, Inc.	NKE	1778079	12-Sep-2023	1d	Elect Director Robert Swan	For		For	
NIKE, Inc.	NKE	1778079	12-Sep-2023	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	High variable pay ratioExcessive CEO payOptions/PSUs vest in less than 36 months
NIKE, Inc.	NKE	1778079	12-Sep-2023	3	Advisory Vote on Say on Pay Frequency	One Year		One Year	Annual vote provides for greater shareholder oversight
NIKE, Inc.	NKE	1778079	12-Sep-2023	4	Ratify PricewaterhouseCoopers LLP as Auditors	For		For	
NIKE, Inc.	NKE	1778079	12-Sep-2023	5	Report on Median Gender/Racial Pay Gap	Against		For	Shareholder proposal promotes better management of SEE opportunities and risks
NIKE, Inc.	NKE	1778079	12-Sep-2023	6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	Against		For	Shareholder proposal promotes better management of SEE opportunities and risks
NIKE, Inc.	NKE	1778079	12-Sep-2023	1a	Elect Director Cathleen Benko	For			
NIKE, Inc.	NKE	1778079	12-Sep-2023	1b	Elect Director Alan B. Graf, Jr.	For			
NIKE, Inc.	NKE	1778079	12-Sep-2023	1c	Elect Director John Rogers, Jr.	For			
NIKE, Inc.	NKE	1778079	12-Sep-2023	1d	Elect Director Robert Swan	For			
NIKE, Inc.	NKE	1778079	12-Sep-2023	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For			
NIKE, Inc.	NKE	1778079	12-Sep-2023	3	Advisory Vote on Say on Pay Frequency	One Year			
NIKE, Inc.	NKE	1778079	12-Sep-2023	4	Ratify PricewaterhouseCoopers LLP as Auditors	For			

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
NIKE, Inc.	NKE	1778079	12-Sep-2023	5	Report on Median Gender/Racial Pay Gap	Against			
NIKE, Inc.	NKE	1778079	12-Sep-2023	6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	Against			

PARAMETERS

Location(s): All Locations
Account Group(s): All Account Groups
Institution Account(s): All Institution Accounts
Custodian Account(s): All Custodian Accounts
ADR Meetings: All Meetings
Client Covered: – None –
Contrary Votes: All Votes
Date Format: DD-MMM-YYYY
ISS Governance QualityScore < =: None
ISS Governance QualityScore > =: None
Highlighted Meetings: Include Contested and High Risk Meeting Details
Industry Sectors: All Sectors
Market Cap (USD) < =: None
Market Cap (USD) > =: None
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Proponents: All Proponents
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Exclude Reregistration Meetings
Shareblocking Markets: All Markets
Speciality Policy: - None -
Vote Instructions: All Instructions
Voting Policies: None
Zero (0) Share Ballots: Exclude 0 Share Ballots
Account Group Watchlist: None
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None

This document and all of the information contained in it, including without limitation all text, data, graphs and charts (collectively, the "Information") is the property of Institutional Shareholder Services Inc., its subsidiary, ISS Corporate Services, Inc., or in some cases third party suppliers (collectively "ISS"). The Information may not be reproduced or disseminated in whole or in part without prior written permission of ISS.

Information regarding the holdings and other data specific to the named recipient of this report (the "Recipient"), has been compiled from the records of only the asset manager(s) who use ISS' proxy advisory/voting services and who have authorized ISS to include the Recipient's data in this report. ISS believes this data to be reliable but cannot guarantee its accuracy.

The Information has not been submitted to, nor received approval from, the United States Securities and Exchange Commission or any other regulatory body. None of the Information constitutes an offer to sell (or a solicitation of an offer to buy), or a promotion or recommendation of, any security, financial product or other investment vehicle or any trading strategy, nor a solicitation of a proxy, and ISS does not endorse, approve or otherwise express any opinion regarding any issuer, securities, financial products or instruments or trading strategies.

Issuers mentioned in this product may have purchased self-assessment tools and publications from ISS Corporate Services, Inc. ("ICS"), a wholly owned subsidiary of ISS, or ICS may have provided advisory or analytical services to the issuer. No employee of ICS played a role in the preparation of the content of this product. Any issuer that is mentioned in this document may be a client of ISS or ICS, or may be the parent of, or affiliated with, a client of ISS or ICS. If you are an ISS institutional client, you may inquire about any issuer's use of products and services from ICS by emailing disclosure@issgovernance.com.