

## LTCH - NEW YORK STATE TEACHERS

**LILLY(ELI) & CO**

<b>ISIN</b>	US5324571083	<b>Meeting Date</b>	01-May-23
<b>Ticker</b>	LLY	<b>Deadline Date</b>	28-Apr-23
<b>Country</b>	United States	<b>Record Date</b>	21-Feb-23
<b>Blocking</b>	No	<b>Vote Date</b>	11-Apr-23

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

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**RAYTHEON TECHNOLOGIES CORPORATION**

<b>ISIN</b>	US9130171179	<b>Meeting Date</b>	02-May-23
<b>Ticker</b>	RTX	<b>Deadline Date</b>	01-May-23
<b>Country</b>	United States	<b>Record Date</b>	07-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	21-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Tracy A. Atkinson	Management	For	For	For	For	For
1b.	Elect Leanne G. Caret	Management	For	For	For	For	For
1c.	Elect Bernard A. Harris, Jr.	Management	For	For	For	For	For
1d.	Elect Gregory J. Hayes	Management	For	For	For	For	For
1e.	Elect George R. Oliver	Management	For	For	For	For	For
1f.	Elect Robert K. Ortberg	Management	For	For	For	For	For
1g.	Elect Dinesh C. Paliwal	Management	For	For	For	For	For
1h.	Elect Ellen M. Pawlikowski	Management	For	For	For	For	For
1i.	Elect Denise L. Ramos	Management	For	For	For	For	For
1j.	Elect Fredric G. Reynolds	Management	For	For	For	For	For
1k.	Elect Brian C. Rogers	Management	For	For	For	For	For
1l.	Elect James A. Winnefeld, Jr.	Management	For	For	For	For	For
1m.	Elect Robert O. Work	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For	For	For

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5.	Elimination of Supermajority Requirement	Management	For	For	For	For	For
6.	Amendment to Articles to Limit Liability of Certain Officers	Management	For	Against	Against	Against	Against
7.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against	Against	For
8.	Shareholder Proposal Regarding Report on Aligning Value Chain GHG Reductions with Paris Agreement	Shareholder	Against	For	For	For	Against

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***INTERNATIONAL FLAVORS & FRAGRANCES INC.***

<b>ISIN</b>	US4595061015	<b>Meeting Date</b>	03-May-23
<b>Ticker</b>	IFF	<b>Deadline Date</b>	02-May-23
<b>Country</b>	United States	<b>Record Date</b>	08-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	14-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Kathryn J. Boor	Management	For	For	For	For	For
1b.	Elect Barry A. Bruno	Management	For	For	For	For	For
1c.	Elect Franklin K. Clyburn, Jr.	Management	For	For	For	For	For
1d.	Elect Mark J. Costa	Management	For	For	For	For	For
1e.	Elect Carol Anthony Davidson	Management	For	For	For	For	For
1f.	Elect Roger W. Ferguson, Jr.	Management	For	For	For	For	For
1g.	Elect John F. Ferraro	Management	For	For	For	For	For
1h.	Elect Christina A. Gold	Management	For	For	For	For	For
1i.	Elect Gary Hu	Management	For	For	For	For	For
1j.	Elect Kevin O'Byrne	Management	For	For	For	For	For
1k.	Elect Dawn C. Willoughby	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For

## LTCH - NEW YORK STATE TEACHERS

***GILEAD SCIENCES, INC.***

<b>ISIN</b>	US3755581036	<b>Meeting Date</b>	03-May-23
<b>Ticker</b>	GILD	<b>Deadline Date</b>	02-May-23
<b>Country</b>	United States	<b>Record Date</b>	15-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	28-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
1a.	Elect Jacqueline K. Barton	Management	For	For	For	For	For
1b.	Elect Jeffrey A. Bluestone	Management	For	For	For	For	For
1c.	Elect Sandra J. Horning	Management	For	For	For	For	For
1d.	Elect Kelly A. Kramer	Management	For	For	For	For	For
1e.	Elect Kevin E. Lofton	Management	For	For	For	For	For
1f.	Elect Harish Manwani	Management	For	For	For	For	For
1g.	Elect Daniel P. O'Day	Management	For	For	For	For	For
1h.	Elect Javier J. Rodriguez	Management	For	For	For	For	For
1i.	Elect Anthony Welters	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
5.	Amendment to the Employee Stock Purchase Plan	Management	For	For	For	For	For
6.	Shareholder Proposal Regarding Multiple Board Nominees	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Allowing Beneficial Owners to Call Special Meetings	Shareholder	Against	Against	Against	Against	For
8.	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder	Against	Against	Against	Against	For

## LTCH - NEW YORK STATE TEACHERS

**UNILEVER PLC**

<b>ISIN</b>	GB00B10RZP78	<b>Meeting Date</b>	03-May-23
<b>Ticker</b>		<b>Deadline Date</b>	24-Apr-23
<b>Country</b>	United Kingdom	<b>Record Date</b>	01-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	10-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Remuneration Report	Management	For	Against	Against	Against	Against
3	Elect Nils Andersen	Management	For	For	Against	Against	Against
4	Elect Judith Hartmann	Management	For	For	For	For	For
5	Elect Adrian Hennah	Management	For	For	For	For	For
6	Elect Alan Jope	Management	For	For	For	For	For
7	Elect Andrea Jung	Management	For	For	For	For	For
8	Elect Susan Kilsby	Management	For	For	For	For	For
9	Elect Ruby Lu	Management	For	For	For	For	For
10	Elect Strive T. Masiyiwa	Management	For	For	For	For	For
11	Elect Youngme E. Moon	Management	For	For	For	For	For
12	Elect Graeme D. Pitkethly	Management	For	For	For	For	For
13	Elect Feike Sijbesma	Management	For	For	For	For	For
14	Elect Nelson Peltz	Management	For	For	For	For	For
15	Elect Hein Schumacher	Management	For	For	For	For	For
16	Appointment of Auditor	Management	For	For	For	For	For

## Proxy Voting Summary

Report Date Range: 01-May-23 to 31-May-23

### LTCH - NEW YORK STATE TEACHERS

17	Authority to Set Auditor's Fees	Management	For	For	For	For	For
18	Authorisation of Political Donations	Management	For	For	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	Against	Against	Against
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For	For	For
22	Authority to Repurchase Shares	Management	For	For	For	For	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For	For	For

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GSK PLC

ISIN	GB00BN7SWP63	Meeting Date	03-May-23
Ticker		Deadline Date	25-Apr-23
Country	United Kingdom	Record Date	01-May-23
Blocking	No	Vote Date	04-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Remuneration Report	Management	For	For	For	For	For
3	Elect Julie Brown	Management	For	For	For	For	For
4	Elect Vishal Sikka	Management	For	For	For	For	For
5	Elect Elizabeth McKee Anderson	Management	For	For	For	For	For
6	Elect Sir Jonathan R. Symonds	Management	For	For	Against	Against	Against
7	Elect Emma N. Walmsley	Management	For	For	For	For	For
8	Elect Charles A. Bancroft	Management	For	For	For	For	For
9	Elect Hal V. Barron	Management	For	For	For	For	For
10	Elect Anne Beal	Management	For	For	For	For	For
11	Elect Harry Dietz	Management	For	For	For	For	For
12	Elect Jesse Goodman	Management	For	For	For	For	For
13	Elect Urs Rohner	Management	For	For	For	For	For
14	Appointment of Auditor	Management	For	For	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For	For	For
16	Amendment to Remuneration Policy	Management	For	For	For	For	For



## Proxy Voting Summary

Report Date Range: 01-May-23 to 31-May-23

### LTCH - NEW YORK STATE TEACHERS

17	Authorisation of Political Donations	Management	For	For	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	Against	Against	Against
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For	For	For
21	Authority to Repurchase Shares	Management	For	For	For	For	For
22	Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports	Management	For	For	For	For	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For	For	For

## LTCH - NEW YORK STATE TEACHERS

***CAPITAL ONE FINANCIAL CORP.***

<b>ISIN</b>	US14040HBN44	<b>Meeting Date</b>	04-May-23
<b>Ticker</b>	COF	<b>Deadline Date</b>	03-May-23
<b>Country</b>	United States	<b>Record Date</b>	08-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	26-Apr-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>GL Rec</b>	<b>Policy Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1a.	Elect Richard D. Fairbank	Management	For	For	For	For	For
1b.	Elect Ime Archibong	Management	For	For	For	For	For
1c.	Elect Christine R. Detrick	Management	For	For	For	For	For
1d.	Elect Ann Fritz Hackett	Management	For	For	For	For	For
1e.	Elect Peter Thomas Killalea	Management	For	For	For	For	For
1f.	Elect Eli Leenaars	Management	For	For	For	For	For
1g.	Elect François Locoh-Donou	Management	For	For	For	For	For
1h.	Elect Peter E. Raskind	Management	For	For	For	For	For
1i.	Elect Eileen M. Serra	Management	For	For	For	For	For
1j.	Elect Mayo A. Shattuck III	Management	For	For	For	For	For
1k.	Elect Bradford H. Warner	Management	For	For	For	For	For
1l.	Elect Craig Anthony Williams	Management	For	For	For	For	For
2.	Elimination of Supermajority Requirement	Management	For	For	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
5.	Amendment to the 2004 Stock Incentive Plan	Management	For	For	For	For	For

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6.	Ratification of Auditor	Management	For	For	For	For	For
7.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	For	For	Against
8.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	Against	Against	For
9.	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	Shareholder	Against	For	For	For	Against

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HOLCIM LTD

ISIN	CH0012214059	Meeting Date	04-May-23
Ticker		Deadline Date	21-Apr-23
Country	Switzerland	Record Date	25-Apr-23
Blocking	No	Vote Date	14-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For	For	For
1.2	Compensation Report	Management	For	Against	Against	Against	Against
2	Ratification of Board and Management Acts	Management	For	For	For	For	For
3.1	Allocation of Profits	Management	For	For	For	For	For
3.2	Dividend from Reserves	Management	For	For	For	For	For
4.1	Amendments to Articles (Corporate Purpose)	Management	For	For	For	For	For
4.2	Amendments to Articles (Shares and Capital Structure)	Management	For	For	For	For	For
4.3	Amendments to Articles (General Meeting and Auditors)	Management	For	For	For	For	For
4.4	Amendments to Articles (Share Restrictions; Qualified Majority)	Management	For	For	For	For	For
4.5	Amendments to Articles (Board of Directors and Compensation)	Management	For	For	For	For	For
5.1.1	Elect Jan Jenisch as Board Chair	Management	For	For	For	For	For
5.1.2	Elect Philippe Block	Management	For	For	For	For	For
5.1.3	Elect Kim Fausing	Management	For	For	For	For	For
5.1.4	Elect Leanne Geale	Management	For	For	For	For	For
5.1.5	Elect Naïna Lal Kidwai	Management	For	For	For	For	For
5.1.6	Elect Ilias Läber	Management	For	For	For	For	For

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5.1.7	Elect Jürg Oleas	Management	For	For	For	For	For
5.1.8	Elect Claudia Sender Ramírez	Management	For	For	For	For	For
5.1.9	Elect Hanne Birgitte Breinbjerg Sørensen	Management	For	For	For	For	For
5.2.1	Elect Ilias Läber as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
5.2.2	Elect Jürg Oleas as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
5.2.3	Elect Claudia Sender Ramírez as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
5.2.4	Elect Hanne Birgitte Breinbjerg Sørensen as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
5.3.1	Appointment of Auditor	Management	For	For	For	For	For
5.3.2	Appointment of Independent Proxy	Management	For	For	For	For	For
6.1	Board Compensation	Management	For	For	For	For	For
6.2	Executive Compensation	Management	For	For	For	For	For
7	Cancellation of Shares and Reduction in Share Capital	Management	For	For	For	For	For
8	Advisory Vote on Climate Report	Management	For	For	Manual	For	For

## LTCH - NEW YORK STATE TEACHERS

**ENTERGY CORP.**

ISIN	US29364G2021	Meeting Date	05-May-23
Ticker	ETR	Deadline Date	04-May-23
Country	United States	Record Date	07-Mar-23
Blocking	No	Vote Date	12-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Gina F Adams	Management	For	For	For	For	For
1b.	Elect John H Black	Management	For	For	For	For	For
1c.	Elect John R. Burbank	Management	For	For	For	For	For
1d.	Elect P.J. Condon	Management	For	For	For	For	For
1e.	Elect Kirkland H. Donald	Management	For	For	For	For	For
1f.	Elect Brian W. Ellis	Management	For	For	For	For	For
1g.	Elect Philip L. Frederickson	Management	For	For	For	For	For
1h.	Elect M. Elise Hyland	Management	For	For	For	For	For
1i.	Elect Stuart L. Levenick	Management	For	For	For	For	For
1j.	Elect Blanche L. Lincoln	Management	For	For	For	For	For
1k.	Elect Andrew S Marsh	Management	For	For	For	For	For
1l.	Elect Karen A. Puckett	Management	For	For	Against	Against	Against
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
5.	Amendment to the 2019 Omnibus Incentive Plan	Management	For	For	For	For	For
6.	Amendment to Allow Exculpation of Officers	Management	For	Against	Against	Against	Against

## LTCH - NEW YORK STATE TEACHERS

**ALCOA CORP**

<b>ISIN</b>	US0138172004	<b>Meeting Date</b>	05-May-23
<b>Ticker</b>	AA	<b>Deadline Date</b>	04-May-23
<b>Country</b>	United States	<b>Record Date</b>	08-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	14-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Steven W. Williams	Management	For	For	For	For	For
1b.	Elect Mary Anne Citrino	Management	For	For	For	For	For
1c.	Elect Pasquale (Pat) Fiore	Management	For	For	For	For	For
1d.	Elect Thomas (Tom) J. Gorman	Management	For	For	For	For	For
1e.	Elect Roy C. Harvey	Management	For	For	For	For	For
1f.	Elect James A. Hughes	Management	For	For	For	For	For
1g.	Elect Carol L. Roberts	Management	For	For	For	For	For
1h.	Elect Jackson (Jackie) P. Roberts	Management	For	For	For	For	For
1i.	Elect Ernesto Zedillo Ponce de León	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	Against	Against	For

## LTCH - NEW YORK STATE TEACHERS

**MANPOWERGROUP**

<b>ISIN</b>	US56418H1005	<b>Meeting Date</b>	05-May-23
<b>Ticker</b>	MAN	<b>Deadline Date</b>	04-May-23
<b>Country</b>	United States	<b>Record Date</b>	24-Feb-23
<b>Blocking</b>	No	<b>Vote Date</b>	25-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Jean-Philippe Courtois	Management	For	For	For	For	For
1B.	Elect William A. Downe	Management	For	For	Against	Against	Against
1C.	Elect John F. Ferraro	Management	For	For	For	For	For
1D.	Elect William P. Gipson	Management	For	For	Against	Against	Against
1E.	Elect Patricia Hemingway Hall	Management	For	For	For	For	For
1F.	Elect Julie M. Howard	Management	For	For	Against	Against	Against
1G.	Elect Ulice Payne, Jr.	Management	For	For	For	For	For
1H.	Elect Muriel Pénicaud	Management	For	For	For	For	For
1I.	Elect Jonas Prising	Management	For	For	For	For	For
1J.	Elect Paul Read	Management	For	For	For	For	For
1K.	Elect Elizabeth P. Sartain	Management	For	For	Against	Against	Against
1L.	Elect Michael J. Van Handel	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For



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**BERKSHIRE HATHAWAY INC.**

ISIN	US0846701086	Meeting Date	06-May-23
Ticker	BRKA	Deadline Date	05-May-23
Country	United States	Record Date	08-Mar-23
Blocking	No	Vote Date	25-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Warren E. Buffett	Management	For	For	For	For	For
1.2	Elect Charles T. Munger	Management	For	For	For	For	For
1.3	Elect Gregory E. Abel	Management	For	For	For	For	For
1.4	Elect Howard G. Buffett	Management	For	For	For	For	For
1.5	Elect Susan A. Buffett	Management	For	For	For	For	For
1.6	Elect Stephen B. Burke	Management	For	For	For	For	For
1.7	Elect Kenneth I. Chenault	Management	For	For	For	For	For
1.8	Elect Christopher C. Davis	Management	For	For	For	For	For
1.9	Elect Susan L. Decker	Management	For	Withhold	Withhold	Withhold	Against
1.10	Elect Charlotte Guyman	Management	For	Withhold	Withhold	Withhold	Against
1.11	Elect Ajit Jain	Management	For	For	For	For	For
1.12	Elect Thomas S. Murphy, Jr.	Management	For	For	For	For	For
1.13	Elect Ronald L. Olson	Management	For	For	For	For	For
1.14	Elect Wallace R. Weitz	Management	For	For	For	For	For
1.15	Elect Meryl B. Witmer	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

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3.	Frequency of Advisory Vote on Executive Compensation	Management	3 Years	1 Year	1 Year	1 Year	Against
4.	Shareholder Proposal Regarding Climate Report	Shareholder	Against	For	For	For	Against
5.	Shareholder Proposal Regarding Disclosure and Oversight of Climate Change Risks	Shareholder	Against	For	For	For	Against
6.	Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement	Shareholder	Against	For	For	For	Against
7.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	For	For	Against
8.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against	Against	For
9.	Shareholder Proposal Regarding Public Positions on Political Speech	Shareholder	Against	Against	Against	Against	For

## LTCH - NEW YORK STATE TEACHERS

***BUDWEISER BREWING COMPANY APAC LIMITED***

<b>ISIN</b>	KYG1674K1013	<b>Meeting Date</b>	08-May-23
<b>Ticker</b>		<b>Deadline Date</b>	02-May-23
<b>Country</b>	Cayman Islands	<b>Record Date</b>	02-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	28-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3.A	Elect Jan Craps	Management	For	For	For	For	For
3.B	Elect Michel Doukeris	Management	For	Against	Against	Against	Against
3.C	Elect Katherine Barrett	Management	For	For	For	For	For
3.D	Elect Nelson José Jamel	Management	For	Against	Against	Against	Against
3.E	Elect Martin Cubbon	Management	For	For	For	For	For
3.F	Elect Marjorie YANG Mun Tak	Management	For	For	For	For	For
3.G	Elect Katherine TSANG Kingsuen	Management	For	For	For	For	For
3.H	Directors' Fees	Management	For	For	For	For	For
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	For	For	For
5	Authority to Repurchase Shares	Management	For	For	For	For	For
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Against	Against	Against
7	Authority to Issue Repurchased Shares	Management	For	Against	Against	Against	Against
8	Amendments to Share Award Schemes	Management	For	Against	Against	Against	Against
9	Scheme Mandate Sublimit	Management	For	Against	Against	Against	Against

LTCH - NEW YORK STATE TEACHERS

RENAISSANCERE HOLDINGS LTD

ISIN	BMG7498P1196	Meeting Date	09-May-23
Ticker	RNR	Deadline Date	08-May-23
Country	Bermuda	Record Date	09-Mar-23
Blocking	No	Vote Date	25-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect David C. Bushnell	Management	For	For	For	For	For
1b.	Elect James L. Gibbons	Management	For	For	For	For	For
1c.	Elect Shyam Gidumal	Management	For	For	For	For	For
1d.	Elect Torsten Jeworrek	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For	For	For

## LTCH - NEW YORK STATE TEACHERS

***AMERICAN WATER WORKS CO. INC.***

<b>ISIN</b>	US0304201033	<b>Meeting Date</b>	10-May-23
<b>Ticker</b>	AWK	<b>Deadline Date</b>	09-May-23
<b>Country</b>	United States	<b>Record Date</b>	17-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	19-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Jeffrey N. Edwards	Management	For	For	For	For	For
1b.	Elect Martha Clark Goss	Management	For	For	For	For	For
1c.	Elect M. Susan Hardwick	Management	For	For	For	For	For
1d.	Elect Kimberly J. Harris	Management	For	For	For	For	For
1e.	Elect Laurie P. Havanec	Management	For	For	For	For	For
1f.	Elect Julia L. Johnson	Management	For	For	For	For	For
1g.	Elect Patricia L. Kampling	Management	For	For	For	For	For
1h.	Elect Karl F. Kurz	Management	For	For	For	For	For
1i.	Elect Michael L. Marberry	Management	For	For	For	For	For
1j.	Elect James G. Stavridis	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For	For	For
5.	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	Against	Against	Against	For

LTCH - NEW YORK STATE TEACHERS

***LAS VEGAS SANDS CORP***

<b>ISIN</b>	US5178343050	<b>Meeting Date</b>	11-May-23
<b>Ticker</b>	LVS	<b>Deadline Date</b>	10-May-23
<b>Country</b>	United States	<b>Record Date</b>	13-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Robert Glen Goldstein	Management	For	For	For	For	For
1.2	Elect Patrick Dumont	Management	For	For	For	For	For
1.3	Elect Irwin Chafetz	Management	For	For	For	For	For
1.4	Elect Micheline Chau	Management	For	Withhold	Withhold	Withhold	Against
1.5	Elect Charles Daniel Forman	Management	For	For	For	For	For
1.6	Elect Nora M. Jordan	Management	For	Withhold	Withhold	Withhold	Against
1.7	Elect Lewis Kramer	Management	For	For	For	For	For
1.8	Elect David F. Levi	Management	For	Withhold	Withhold	Withhold	Against
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	Shareholder	Against	For	For	For	Against

LTCH - NEW YORK STATE TEACHERS

CONOCO PHILLIPS

ISIN	US20825C1045	Meeting Date	16-May-23
Ticker	COP	Deadline Date	15-May-23
Country	United States	Record Date	20-Mar-23
Blocking	No	Vote Date	15-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Dennis Victor Arriola	Management	For	For	For	For	For
1b.	Elect Jody L. Freeman	Management	For	For	For	For	For
1c.	Elect Gay Huey Evans	Management	For	For	For	For	For
1d.	Elect Jeffrey A. Joerres	Management	For	For	For	For	For
1e.	Elect Ryan M. Lance	Management	For	For	For	For	For
1f.	Elect Timothy A. Leach	Management	For	For	For	For	For
1g.	Elect William H. McRaven	Management	For	For	For	For	For
1h.	Elect Sharmila Mulligan	Management	For	For	For	For	For
1i.	Elect Eric D. Mullins	Management	For	For	For	For	For
1j.	Elect Arjun N. Murti	Management	For	For	For	For	For
1k.	Elect Robert A. Niblock	Management	For	Against	Against	For	For
1l.	Elect David T. Seaton	Management	For	For	For	For	For
1m.	Elect R. A. Walker	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	Undetermined	1 Year	1 Year	1 Year	N/A

## Proxy Voting Summary

Report Date Range: 01-May-23 to 31-May-23

### LTCH - NEW YORK STATE TEACHERS

5.	Permit Shareholders to Call Special Meetings	Management	For	For	For	For	For
6.	Approval of the 2023 Omnibus Stock and Performance Incentive Plan	Management	For	For	For	Against	Against
7.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against	For	Against
8.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	Against	Against	For	Against
9.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	For	For	Against
10.	Shareholder Proposal Regarding Lobbying Activities and Values Congruency	Shareholder	Against	Against	Against	Against	For



LTCH - NEW YORK STATE TEACHERS

JPMORGAN CHASE & CO.

ISIN	US46625H3084	Meeting Date	16-May-23
Ticker	JPM	Deadline Date	15-May-23
Country	United States	Record Date	17-Mar-23
Blocking	No	Vote Date	27-Apr-23

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

## LTCH - NEW YORK STATE TEACHERS

6.	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Revision of Committee Charter to Include Oversight of Animal Welfare	Shareholder	Against	Against	Against	Against	For
8.	Shareholder Proposal Regarding Right to Call Special Meetings by Beneficial Owners	Shareholder	Against	Against	Against	Against	For
9.	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	Shareholder	Against	Against	Against	Against	For
10.	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	Against	Against	For
11.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	Against	Against	Against	For
12.	Shareholder Proposal Regarding Absolute GHG Reduction Targets	Shareholder	Against	Against	Against	Against	For

## LTCH - NEW YORK STATE TEACHERS

**MONDELEZ INTERNATIONAL INC.**

<b>ISIN</b>	US6092071058	<b>Meeting Date</b>	17-May-23
<b>Ticker</b>	MDLZ	<b>Deadline Date</b>	16-May-23
<b>Country</b>	United States	<b>Record Date</b>	08-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Lewis W.K. Booth	Management	For	For	For	For	For
1b.	Elect Charles E. Bunch	Management	For	Against	Against	Against	Against
1c.	Elect Ertharin Cousin	Management	For	For	For	For	For
1d.	Elect Jorge S. Mesquita	Management	For	For	For	For	For
1e.	Elect Anindita Mukherjee	Management	For	For	For	For	For
1f.	Elect Jane Hamilton Nielsen	Management	For	For	For	For	For
1g.	Elect Patrick T. Siewert	Management	For	For	For	For	For
1h.	Elect Michael A. Todman	Management	For	For	For	For	For
1i.	Elect Dirk Van de Put	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For	For	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against	Against	For
6.	Shareholder Proposal Regarding Cage-Free Eggs	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Report on Child Labor in Cocoa Supply Chain	Shareholder	Against	Against	Against	Against	For

## LTCH - NEW YORK STATE TEACHERS

## ACCOR

<b>ISIN</b>	FR0000120404	<b>Meeting Date</b>	17-May-23
<b>Ticker</b>		<b>Deadline Date</b>	11-May-23
<b>Country</b>	France	<b>Record Date</b>	12-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	30-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Elect Sébastien Bazin	Management	For	For	For	For	For
5	Elect Iris Knobloch	Management	For	For	Against	Against	Against
6	Elect Bruno Pavlovsky	Management	For	For	For	For	For
7	Elect Anne-Laure Kiechel	Management	For	For	For	For	For
8	2022 Remuneration Report	Management	For	For	For	For	For
9	2022 Remuneration of Sébastien Bazin, Chair and CEO	Management	For	For	For	For	For
10	2023 Remuneration Policy (Chair and CEO)	Management	For	Against	Against	Against	Against
11	2023 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
12	Related Party Transactions (Fondation de France)	Management	For	For	For	For	For
13	Related Party Transactions (Accor Acquisition Company)	Management	For	For	For	For	For
14	Related Party Transactions (Paris Saint-Germain Football)	Management	For	For	For	For	For
15	Related Party Transactions (Rotana Music Holding Limited)	Management	For	For	For	For	For
16	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For

## LTCH - NEW YORK STATE TEACHERS

17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For	For	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	Against	Against	Against
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For	For	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For	For	For
21	Greenshoe	Management	For	For	For	For	For
22	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For	For	For
23	Authority to Increase Capital Through Capitalisations	Management	For	For	For	For	For
24	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	For	For	For
25	Employee Stock Purchase Plan	Management	For	For	For	For	For
26	Stock Purchase Plan for Overseas Employees	Management	For	For	For	For	For
27	Authority to Issue Warrants as a Takeover Defence	Management	For	Against	Against	Against	Against
28	Authorisation of Legal Formalities	Management	For	For	For	For	For

LTCH - NEW YORK STATE TEACHERS

WPP PLC

ISIN	JE00B8KF9B49	Meeting Date	17-May-23
Ticker		Deadline Date	10-May-23
Country	Jersey	Record Date	15-May-23
Blocking	No	Vote Date	27-Apr-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Final Dividend	Management	For	For	For	For	For
3	Remuneration Report	Management	For	For	For	For	For
4	Remuneration Policy	Management	For	For	For	For	For
5	Elect Joanne Wilson	Management	For	For	For	For	For
6	Elect Angela Ahrendts	Management	For	For	For	For	For
7	Elect Simon Dingemans	Management	For	For	For	For	For
8	Elect Sandrine Dufour	Management	For	For	For	For	For
9	Elect Tom Ilube	Management	For	For	For	For	For
10	Elect Roberto Quarta	Management	For	For	Against	Against	Against
11	Elect Mark Read	Management	For	For	For	For	For
12	Elect Cindy Rose	Management	For	For	For	For	For
13	Elect Keith Weed	Management	For	For	For	For	For
14	Elect Jasmine Whitbread	Management	For	For	For	For	For
15	Elect ZHANG Ya-Qin	Management	For	For	For	For	For
16	Appointment of Auditor	Management	For	For	For	For	For

LTCH - NEW YORK STATE TEACHERS

17	Authority to Set Auditor's Fees	Management	For	For	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	Against	Against	Against
19	Authority to Repurchase Shares	Management	For	For	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For	For	For

LTCH - NEW YORK STATE TEACHERS

CVS HEALTH CORP

ISIN	CA12683R1091	Meeting Date	18-May-23
Ticker	CVS	Deadline Date	17-May-23
Country	United States	Record Date	20-Mar-23
Blocking	No	Vote Date	03-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Fernando Aguirre	Management	For	For	For	For	For
1b.	Elect Jeffrey R. Balser	Management	For	For	For	For	For
1c.	Elect C. David Brown II	Management	For	For	Against	Against	Against
1d.	Elect Alecia A. DeCoudreaux	Management	For	For	For	For	For
1e.	Elect Nancy-Ann DeParle	Management	For	For	For	For	For
1f.	Elect Roger N. Farah	Management	For	For	Against	Against	Against
1g.	Elect Anne M. Finucane	Management	For	For	Against	Against	Against
1h.	Elect Edward J. Ludwig	Management	For	For	For	For	For
1i.	Elect Karen S. Lynch	Management	For	For	For	For	For
1j.	Elect Jean-Pierre Millon	Management	For	For	For	For	For
1k.	Elect Mary L. Schapiro	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Paid Sick Leave	Shareholder	Against	For	For	For	Against



LTCH - NEW YORK STATE TEACHERS

6.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Shareholder	Against	For	For	For	Against
8.	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	For	For	Against
9.	Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Shareholder	Against	Against	Against	Against	For

LTCH - NEW YORK STATE TEACHERS

LYONDELLBASELL INDUSTRIES NV

ISIN	NL0009434992	Meeting Date	19-May-23
Ticker	LYB	Deadline Date	17-May-23
Country	Netherlands	Record Date	21-Apr-23
Blocking	No	Vote Date	01-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Jacques Aigrain	Management	For	For	For	For	For
1b.	Elect Lincoln Benet	Management	For	For	Withhold	Withhold	Against
1c.	Elect Robin Buchanan	Management	For	For	Withhold	Withhold	Against
1d.	Elect Anthony R. Chase	Management	For	For	For	For	For
1e.	Elect Robert W. Dudley	Management	For	For	For	For	For
1f.	Elect Claire S. Farley	Management	For	For	Against	Against	Against
1g.	Elect Rita Griffin	Management	For	For	For	For	For
1h.	Elect Michael S. Hanley	Management	For	For	For	For	For
1i.	Elect Virginia A. Kamsky	Management	For	For	For	For	For
1j.	Elect Albert Manifold	Management	For	For	For	For	For
1k.	Elect Peter Vanacker	Management	For	For	For	For	For
2.	Ratification of Board Acts	Management	For	For	For	For	For
3.	Accounts and Reports	Management	For	For	For	For	For
4.	Appointment of Dutch Statutory Auditor	Management	For	For	For	For	For
5.	Ratification of Auditor	Management	For	For	For	For	For
6.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

LTCH - NEW YORK STATE TEACHERS

7.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
8.	Authority to Repurchase Shares	Management	For	For	For	For	For
9.	Cancellation of Shares	Management	For	For	For	For	For

## LTCH - NEW YORK STATE TEACHERS

***GALAXY ENTERTAINMENT GROUP LTD.***

<b>ISIN</b>	HK0027032686	<b>Meeting Date</b>	22-May-23
<b>Ticker</b>		<b>Deadline Date</b>	16-May-23
<b>Country</b>	Hong Kong	<b>Record Date</b>	15-May-23
<b>Blocking</b>	No	<b>Vote Date</b>	12-May-23

<b>Proposal Number</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>GL Rec</b>	<b>Policy Rec</b>	<b>Vote</b>	<b>For/Against Mgmt</b>
1	Accounts and Reports	Management	For	For	For	For	For
2	Elect Joseph CHEE Ying Keung	Management	For	For	For	For	For
3	Elect William YIP Shue Lam	Management	For	Against	Against	Against	Against
4	Elect Patrick WONG Lung Tak	Management	For	Against	Against	Against	Against
5	Directors' Fees	Management	For	For	For	For	For
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	For	For	For
7.1	Authority to Repurchase Shares	Management	For	For	For	For	For
7.2	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Against	Against	Against
7.3	Authority to Issue Repurchased Shares	Management	For	Against	Against	Against	Against
8	Adoption of Share Award Scheme and Share Option Scheme	Management	For	Against	Against	Against	Against
9	Service Provider Sub-limit	Management	For	Against	Against	Against	Against
10	Suspension of 2021 Share Award Scheme and Termination of 2021 Share Option Scheme	Management	For	For	For	For	For

## LTCH - NEW YORK STATE TEACHERS

***ALLSTATE CORP (THE)***

<b>ISIN</b>	US0200024083	<b>Meeting Date</b>	23-May-23
<b>Ticker</b>	ALL	<b>Deadline Date</b>	22-May-23
<b>Country</b>	United States	<b>Record Date</b>	24-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	11-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Donald E. Brown	Management	For	For	For	For	For
1b.	Elect Kermit R. Crawford	Management	For	For	For	For	For
1c.	Elect Richard T. Hume	Management	For	For	For	For	For
1d.	Elect Margaret M. Keane	Management	For	For	For	For	For
1e.	Elect Siddharth N. Mehta	Management	For	For	For	For	For
1f.	Elect Jacques P. Perold	Management	For	For	For	For	For
1g.	Elect Andrea Redmond	Management	For	For	For	For	For
1h.	Elect Gregg M. Sherrill	Management	For	For	For	For	For
1i.	Elect Judith A. Sprieser	Management	For	For	For	For	For
1j.	Elect Perry M. Traquina	Management	For	For	Against	Against	Against
1k.	Elect Monica Turner	Management	For	For	For	For	For
1l.	Elect Thomas J. Wilson	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
4.	Ratification of Auditor	Management	For	For	For	For	For

LTCH - NEW YORK STATE TEACHERS

NXP SEMICONDUCTORS NV

ISIN	NL0009538784	Meeting Date	24-May-23
Ticker	NXPI	Deadline Date	23-May-23
Country	Netherlands	Record Date	26-Apr-23
Blocking	No	Vote Date	12-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For	For	For	For	For
2.	Ratification of Board Acts	Management	For	For	For	For	For
3a.	Elect Kurt Sievers	Management	For	For	For	For	For
3b.	Elect Annette K. Clayton	Management	For	For	For	For	For
3c.	Elect Anthony R. Foxx	Management	For	For	For	For	For
3d.	Elect Chunyuan Gu	Management	For	For	For	For	For
3e.	Elect Lena Olving	Management	For	For	For	For	For
3f.	Elect Julie Southern	Management	For	For	For	For	For
3g.	Elect Jasmin Staiblin	Management	For	For	For	For	For
3h.	Elect Gregory L. Summe	Management	For	For	For	For	For
3i.	Elect Karl-Henrik Sundström	Management	For	For	For	For	For
3j.	Elect Moshe N. Gavrielov	Management	For	For	For	For	For
4.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	Against	Against	Against
5.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
6.	Authority to Repurchase Shares	Management	For	For	For	For	For
7.	Authority to Cancel Repurchased Shares	Management	For	For	For	For	For

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8.	Appointment of Auditor	Management	For	For	For	For	For
9.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

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**INVESCO LTD**

<b>ISIN</b>	BMG491BT1088	<b>Meeting Date</b>	25-May-23
<b>Ticker</b>	IVZ	<b>Deadline Date</b>	24-May-23
<b>Country</b>	Bermuda	<b>Record Date</b>	17-Mar-23
<b>Blocking</b>	No	<b>Vote Date</b>	12-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
01	Elect Sarah E. Beshar	Management	For	For	For	For	For
02	Elect Thomas M. Finke	Management	For	For	For	For	For
03	Elect Martin L. Flanagan	Management	For	For	For	For	For
04	Elect Thomas P. Gibbons	Management	For	For	For	For	For
05	Elect William F. Glavin, Jr.	Management	For	For	For	For	For
06	Elect Elizabeth S. Johnson	Management	For	For	For	For	For
07	Elect Denis Kessler	Management	For	For	For	For	For
08	Elect Sir Nigel Sheinwald	Management	For	For	For	For	For
09	Elect Paula C. Tolliver	Management	For	For	For	For	For
10	Elect G. Richard Wagoner, Jr.	Management	For	For	For	For	For
11	Elect Christopher C. Womack	Management	For	For	For	For	For
12	Elect Phoebe A. Wood	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
3.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
4.	Elimination of Supermajority Requirements	Management	For	For	For	For	For
5.	Ratification of Auditor	Management	For	For	For	For	For



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SANOFI

ISIN	FR0000120578	Meeting Date	25-May-23
Ticker		Deadline Date	19-May-23
Country	France	Record Date	22-May-23
Blocking	No	Vote Date	12-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Elect Frédéric Oudéa	Management	For	For	For	For	For
5	2022 Remuneration Report	Management	For	For	For	For	For
6	2022 Remuneration of Serge Weinberg, Chair	Management	For	For	For	For	For
7	2022 Remuneration of Paul Hudson, CEO	Management	For	For	For	For	For
8	2023 Directors' Fees	Management	For	For	For	For	For
9	2023 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
10	2023 Remuneration Policy (Chair)	Management	For	For	For	For	For
11	2023 Remuneration Policy (CEO)	Management	For	For	For	For	For
12	Appointment of Auditor (PwC)	Management	For	For	For	For	For
13	Relocation of Corporate Headquarters	Management	For	For	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For	For	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	Against	Against	Against

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17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For	For	For
18	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	For	For	For	For	For
19	Authority to Issue Debt Instruments	Management	For	For	For	For	For
20	Greenshoe	Management	For	For	For	For	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For	For	For
22	Authority to Increase Capital Through Capitalisations	Management	For	For	For	For	For
23	Employee Stock Purchase Plan	Management	For	For	For	For	For
24	Authorisation of Legal Formalities	Management	For	For	For	For	For

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EXXON MOBIL CORP.

ISIN	CA30233X1033	Meeting Date	31-May-23
Ticker	XOM	Deadline Date	30-May-23
Country	United States	Record Date	05-Apr-23
Blocking	No	Vote Date	15-May-23

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Michael J. Angelakis	Management	For	For	For	For	For
1b.	Elect Susan K. Avery	Management	For	For	For	For	For
1c.	Elect Angela F. Braly	Management	For	For	For	For	For
1d.	Elect Gregory J. Goff	Management	For	For	For	For	For
1e.	Elect John D. Harris II	Management	For	For	For	For	For
1f.	Elect Kaisa H. Hietala	Management	For	For	For	For	For
1g.	Elect Joseph L. Hooley	Management	For	For	For	For	For
1h.	Elect Steven A. Kandarian	Management	For	For	For	For	For
1i.	Elect Alexander A. Karsner	Management	For	For	For	For	For
1j.	Elect Lawrence W. Kellner	Management	For	For	For	For	For
1k.	Elect Jeffrey W. Ubben	Management	For	For	For	For	For
1l.	Elect Darren W. Woods	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For
5.	Shareholder Proposal Regarding Formation of Decarbonization Risk Committee	Shareholder	Against	Against	Against	Against	For

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6.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	Against	Against	Abstain	N/A
7.	Shareholder Proposal Regarding Report on Carbon Capture and Storage	Shareholder	Against	Against	Against	Against	For
8.	Shareholder Proposal Regarding Methane Emission Disclosures	Shareholder	Against	For	For	For	Against
9.	Shareholder Proposal Regarding Medium-Term Scope 3 Target	Shareholder	Against	Against	Against	For	Against
10.	Shareholder Proposal Regarding Report on Guyanese Operations	Shareholder	Against	For	For	For	Against
11.	Shareholder Proposal Regarding Recalculated Emissions Baseline	Shareholder	Against	For	For	For	Against
12.	Shareholder Proposal Regarding Audited Report on Asset Retirement Obligations	Shareholder	Against	For	For	For	Against
13.	Shareholder Proposal Regarding Addressing Virgin Plastic Demand	Shareholder	Against	Against	Against	For	Against
14.	Shareholder Proposal Regarding Environmental Litigation	Shareholder	Against	Against	Against	Abstain	N/A
15.	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	For	For	Against
16.	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	For	For	Against
17.	Shareholder Proposal Regarding Report on Exploration and Production in the Arctic Refuge	Shareholder	Against	Abstain	Abstain	Abstain	N/A

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