

LTCH - *New York State Teachers' Retirement System (NYSTRS)*

INTERNATIONAL FLAVORS & FRAGRANCES INC.

ISIN	US4595061015	Meeting Date	01-May-24		
Ticker	IFF	Deadline Date	30-Apr-24		
Country	United States	Record Date	06-Mar-24		
Blocking	No	Vote Date	29-Apr-24	Dec Status	Approved

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 Mark J. Costa	Management	For	For	For	For	For
1c.	Elect Carol Anthony Davidson	Management	For	For	For	For	For
1d.	Elect Roger W. Ferguson, Jr.	Management	For	For	For	For	For
1e.	Elect John F. Ferraro	Management	For	For	For	For	For
1f.	Elect J. Erik Fyrwald	Management	For	For	For	For	For
1g.	Elect Christina A. Gold	Management	For	Against	Against	Against	Against
1h.	Elect Gary Hu	Management	For	For	For	For	For
1i.	Elect Kevin O'Byrne	Management	For	For	For	For	For
1j.	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.	Amendment to the 2021 Stock Award and Incentive Plan	Management	For	For	For	For	For
5.	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	For	For	Against

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CAPITAL ONE FINANCIAL CORP.

ISIN	US14040H1059	Meeting Date	02-May-24		
Ticker	COF	Deadline Date	01-May-24		
Country	United States	Record Date	06-Mar-24		
Blocking	No	Vote Date	25-Apr-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
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 Suni P. Harford	Management	For	For	For	For	For
1f.	Elect Peter Thomas Killalea	Management	For	For	For	For	For
1g.	Elect Eli Leenaars	Management	For	For	For	For	For
1h.	Elect François Locoh-Donou	Management	For	For	For	For	For
1i.	Elect Peter E. Raskind	Management	For	For	For	For	For
1j.	Elect Eileen M. Serra	Management	For	For	For	For	For
1k.	Elect Mayo A. Shattuck III	Management	For	For	For	For	For
1l.	Elect Craig Anthony Williams	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Amendment to the 2002 Associate Stock Purchase Plan	Management	For	For	For	For	For
4.	Ratification of Auditor	Management	For	For	For	For	For
5.	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	Against	Against	Against	For

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6.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	For	For	Against

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RTX CORP

ISIN	US75513E1010	Meeting Date	02-May-24				
Ticker	RTX	Deadline Date	01-May-24				
Country	United States	Record Date	05-Mar-24				
Blocking	No	Vote Date	30-Apr-24		Dec Status	Approved	

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Tracy A. Atkinson	Management	For	For	Against	Against	Against
1b.	Elect Christopher T. Calio	Management	For	For	For	For	For
1c.	Elect Leanne G. Caret	Management	For	For	For	For	For
1d.	Elect Bernard A. Harris, Jr.	Management	For	For	For	For	For
1e.	Elect Gregory J. Hayes	Management	For	For	For	For	For
1f.	Elect George R. Oliver	Management	For	For	For	For	For
1g.	Elect Robert K. Ortberg	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	Against	Against	Against
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Approve an Amendment to the RTX Corporation 2018	Management	For	For	For	For	For

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	Long-Term Incentive Plan						
5.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	For	For	Against
6.	Shareholder Proposal Regarding Report on Aligning Value Chain GHG Reductions with Paris Agreement	Shareholder	Against	For	For	For	Against
7.	Shareholder Proposal Regarding Report on Human Rights Impact Assessment	Shareholder	Against	Against	Against	Against	For

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GROUPE BRUXELLES LAMBERT SA

ISIN	BE0003797140	Meeting Date	02-May-24				
Ticker		Deadline Date	23-Apr-24				
Country	Belgium	Record Date	18-Apr-24				
Blocking	No	Vote Date	17-Apr-24		Dec Status	Approved	

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2.2.	Accounts and Reports	Management	For	For	For	For	For
3.	Ratification of Board Acts	Management	For	For	For	For	For
4.	Ratification of Auditor's Acts	Management	For	For	For	For	For
5.1.	Elect Ian Gallienne to the Board of Directors	Management	For	For	Against	Against	Against
5.2.	Appointment of Auditor and Authority to Set Fees	Management	For	For	For	For	For
5.3.	Appointment of Auditor for Sustainability Reporting	Management	For	For	For	For	For
6.	Remuneration Report	Management	For	For	For	For	For
7.	Remuneration Policy	Management	For	Against	Against	Against	Against
8.2	Approval of Bank Guarantee for Share Acquisitions	Management	For	Against	Against	Against	Against

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GROUPE BRUXELLES LAMBERT SA

ISIN	BE0003797140	Meeting Date	02-May-24				
Ticker		Deadline Date	23-Apr-24				
Country	Belgium	Record Date	18-Apr-24				
Blocking	No	Vote Date	15-Apr-24			Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Cancellation of Shares	Management	For	For	For	For	For
2	Authority to Coordinate Articles	Management	For	For	For	For	For

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ENTERGY CORP.

ISIN	US29364G1031	Meeting Date	03-May-24		
Ticker	ETR	Deadline Date	02-May-24		
Country	United States	Record Date	07-Mar-24		
Blocking	No	Vote Date	08-Apr-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
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 Kirkland H. Donald	Management	For	For	For	For	For
1e.	Elect Brian W. Ellis	Management	For	For	For	For	For
1f.	Elect Philip L. Frederickson	Management	For	For	For	For	For
1g.	Elect M. Elise Hyland	Management	For	For	For	For	For
1h.	Elect Stuart L. Levenick	Management	For	Against	Against	Against	Against
1i.	Elect Blanche L. Lincoln	Management	For	For	For	For	For
1j.	Elect Andrew S Marsh	Management	For	For	For	For	For
1k.	Elect Karen A. Puckett	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

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MANPOWERGROUP

ISIN	US56418H1005	Meeting Date	03-May-24		
Ticker	MAN	Deadline Date	02-May-24		
Country	United States	Record Date	23-Feb-24		
Blocking	No	Vote Date	15-Apr-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
1a.	Elect Jean-Philippe Courtois	Management	For	For	For	For	For
1b.	Elect John F. Ferraro	Management	For	For	For	For	For
1c.	Elect William P. Gipson	Management	For	For	Against	Against	Against
1d.	Elect Patricia Hemingway Hall	Management	For	For	For	For	For
1e.	Elect Julie M. Howard	Management	For	For	Against	Against	Against
1f.	Elect Ulice Payne, Jr.	Management	For	For	For	For	For
1g.	Elect Muriel Pénicaud	Management	For	For	Against	Against	Against
1h.	Elect Jonas Prising	Management	For	For	For	For	For
1i.	Elect Paul Read	Management	For	For	For	For	For
1j.	Elect Elizabeth P. Sartain	Management	For	For	Against	Against	Against
1k.	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	For	Against	Against	Against

Proxy Voting Summary

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DEUTSCHE POST AG

ISIN

DE0005552004

Meeting Date

03-May-24

Ticker

Deadline Date

23-Apr-24

Country

Germany

Record Date

26-Apr-24

Blocking

No

Vote Date

17-Apr-24

Dec Status

Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Dividends	Management	For	For	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	For	For	For
6.1	Elect Ann-Kristin Achleitner	Management	For	For	For	For	For
6.2	Elect Hans-Ulrich Engel	Management	For	For	For	For	For
6.3	Elect Heinrich Hiesinger	Management	For	For	For	For	For
7	Remuneration Report	Management	For	For	For	For	For

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BERKSHIRE HATHAWAY INC.

ISIN	US0846707026	Meeting Date	04-May-24				
Ticker	BRKA	Deadline Date	03-May-24				
Country	United States	Record Date	06-Mar-24				
Blocking	No	Vote Date	23-Apr-24			Dec Status	Approved

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 Gregory E. Abel	Management	For	For	For	For	For
1.3	Elect Howard G. Buffett	Management	For	For	For	For	For
1.4	Elect Susan A. Buffett	Management	For	For	For	For	For
1.5	Elect Stephen B. Burke	Management	For	Withhold	Withhold	Withhold	Against
1.6	Elect Kenneth I. Chenault	Management	For	Withhold	Withhold	Withhold	Against
1.7	Elect Christopher C. Davis	Management	For	For	For	For	For
1.8	Elect Susan L. Decker	Management	For	Withhold	Withhold	Withhold	Against
1.9	Elect Charlotte Guyman	Management	For	Withhold	Withhold	Withhold	Against
1.10	Elect Ajit Jain	Management	For	For	For	For	For
1.11	Elect Thomas S. Murphy, Jr.	Management	For	Withhold	Withhold	Withhold	Against
1.12	Elect Ronald L. Olson	Management	For	For	For	For	For
1.13	Elect Wallace R. Weitz	Management	For	For	For	For	For
1.14	Elect Meryl B. Witmer	Management	For	For	For	For	For
2.	Shareholder Proposal Regarding Aligning GHG Reductions With Paris Agreement	Shareholder	Against	For	For	For	Against

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3.	Shareholder Proposal Regarding Climate Report	Shareholder	Against	For	For	For	Against
4.	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	For	For	Against
5.	Shareholder Proposal Regarding Formation of Railroad Safety Committee	Shareholder	Against	For	For	For	Against
6.	Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	Against	Against	Against	Against	For

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T. ROWE PRICE ASSOC INC.

ISIN	US74144T1088	Meeting Date	07-May-24		
Ticker	TROW	Deadline Date	06-May-24		
Country	United States	Record Date	01-Mar-24		
Blocking	No	Vote Date	02-May-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Glenn R. August	Management	For	For	Against	Against	Against
1b.	Elect Mark S. Bartlett	Management	For	For	For	For	For
1c.	Elect William P. Donnelly	Management	For	For	For	For	For
1d.	Elect Dina Dublon	Management	For	For	For	For	For
1e.	Elect Robert F. MacLellan	Management	For	For	For	For	For
1f.	Elect Eileen P. Rominger	Management	For	For	For	For	For
1g.	Elect Robert W. Sharps	Management	For	For	For	For	For
1h.	Elect Cynthia F. Smith	Management	For	For	For	For	For
1i.	Elect Robert J. Stevens	Management	For	For	For	For	For
1j.	Elect Sandra S. Wijnberg	Management	For	For	For	For	For
1k.	Elect Alan D. Wilson	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

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GILEAD SCIENCES, INC.

ISIN	US3755581036	Meeting Date	08-May-24		
Ticker	GILD	Deadline Date	07-May-24		
Country	United States	Record Date	15-Mar-24		
Blocking	No	Vote Date	15-Apr-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
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 Ted W. Love	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.	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	Against	Against	Against	Against
5.	Shareholder Proposal Regarding Non-Management Employee Representation on the Board	Shareholder	Against	Against	Against	Against	For
6.	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	For	For	For	Against

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NUTRIEN LTD

ISIN	CA67077M1086	Meeting Date	08-May-24		
Ticker	NTR	Deadline Date	03-May-24		
Country	Canada	Record Date	20-Mar-24		
Blocking	No	Vote Date	30-Apr-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
1A	Elect Christopher M. Burley	Management	For	For	For	For	For
1B	Elect Maura J. Clark	Management	For	For	For	For	For
1C	Elect Russell K. Girling	Management	For	For	For	For	For
1D	Elect Michael J. Hennigan	Management	For	For	Against	Against	Against
1E	Elect Miranda C. Hubbs	Management	For	For	For	For	For
1F	Elect Raj S. Kushwaha	Management	For	For	For	For	For
1G	Elect Julie A. Lagacy	Management	For	For	For	For	For
1H	Elect Consuelo E. Madere	Management	For	For	For	For	For
1I	Elect Keith G. Martell	Management	For	For	For	For	For
1J	Elect Aaron W. Regent	Management	For	For	For	For	For
1K	Elect Kenneth A. Seitz	Management	For	For	For	For	For
1L	Elect Nelson L.C. Silva	Management	For	For	For	For	For
2	Appointment of Auditor	Management	For	For	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

Proxy Voting Summary

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HOLCIM LTD

Report Date Range: 01-May-24 to 31-May-24

ISIN	CH0012214059	Meeting Date	08-May-24				
Ticker		Deadline Date	25-Apr-24				
Country	Switzerland	Record Date	29-Apr-24				
Blocking	No	Vote Date	23-Apr-24		Dec Status	Approved	

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	For	For	For	For
1.3	Report on Non-Financial Matters	Management	For	For	For	For	For
1.4	Advisory Vote on Climate Report	Management	For	Abstain	Manual	For	For
2	Ratification of Board and Management Acts	Management	For	For	For	For	For
3.1	Allocation of Profits; Dividend from Reserves	Management	For	For	For	For	For
3.2	Allocation of Profits; Dividend from Reserves	Management	For	For	For	For	For
4.1.1	Elect Jan Jenisch as Board Chair	Management	For	For	For	For	For
4.1.2	Elect Philippe Block	Management	For	For	For	For	For
4.1.3	Elect Kim Fausing	Management	For	For	For	For	For
4.1.4	Elect Leanne Geale	Management	For	For	For	For	For
4.1.5	Elect Naïna Lal Kidwai	Management	For	For	For	For	For
4.1.6	Elect Ilias Läber	Management	For	For	For	For	For
4.1.7	Elect Jürg Oleas	Management	For	For	For	For	For
4.1.8	Elect Claudia Sender Ramírez	Management	For	For	For	For	For
4.1.9	Elect Hanne Birgitte Breinbjerg Sørensen	Management	For	For	For	For	For

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4.2.1	Elect Catrin Hinkel	Management	For	For	For	For	For
4.2.2	Elect Michael H. McGarry	Management	For	For	For	For	For
4.3.1	Elect Ilias Läber as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
4.3.2	Elect Jürg Oleas as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
4.3.3	Elect Claudia Sender Ramírez as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
4.3.4	Elect Hanne Birgitte Breinbjerg Sørensen as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
4.4.1	Elect Michael H. McGarry as Nominating, Compensation and Governance Committee Member	Management	For	For	For	For	For
4.5.1	Appointment of Auditor	Management	For	For	For	For	For
4.5.2	Appointment of Independent Proxy	Management	For	For	For	For	For
5.1	Board Compensation	Management	For	For	For	For	For
5.2	Executive Compensation (Total)	Management	For	For	For	For	For
6	Transaction of Other Business	Management	Undetermined	Against	Against	Against	N/A

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WPP PLC

ISIN	JE00B8KF9B49	Meeting Date	08-May-24				
Ticker		Deadline Date	01-May-24				
Country	Jersey	Record Date	06-May-24				
Blocking	No	Vote Date	10-Apr-24		Dec Status	Approved	

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
01	Accounts and Reports	Management	For	For	For	For	For
02	Final Dividend	Management	For	For	For	For	For
03	Remuneration Report	Management	For	For	For	For	For
04	Elect Andrew Scott	Management	For	For	For	For	For
05	Elect Angela Ahrendts	Management	For	For	For	For	For
06	Elect Simon Dingemans	Management	For	For	For	For	For
07	Elect Sandrine Dufour	Management	For	For	For	For	For
08	Elect Tom Ilube	Management	For	For	For	For	For
09	Elect Roberto Quarta	Management	For	For	Against	Against	Against
10	Elect Mark Read	Management	For	For	For	For	For
11	Elect Cindy Rose	Management	For	For	For	For	For
12	Elect Keith Weed	Management	For	For	For	For	For
13	Elect Jasmine Whitbread	Management	For	For	For	For	For
14	Elect Joanne Wilson	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

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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

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GSK PLC

ISIN	GB00BN7SWP63	Meeting Date	08-May-24				
Ticker		Deadline Date	01-May-24				
Country	United Kingdom	Record Date	06-May-24				
Blocking	No	Vote Date	25-Apr-24		Dec Status	Approved	

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
01	Accounts and Reports	Management	For	For	For	For	For
02	Remuneration Report	Management	For	For	For	For	For
03	Elect Wendy Becker	Management	For	For	For	For	For
04	Elect Jeannie Lee	Management	For	For	For	For	For
05	Elect Sir Jonathan R. Symonds	Management	For	For	Against	Against	Against
06	Elect Emma N. Walmsley	Management	For	For	For	For	For
07	Elect Julie Brown	Management	For	For	For	For	For
08	Elect Elizabeth McKee Anderson	Management	For	For	For	For	For
09	Elect Charles A. Bancroft	Management	For	For	For	For	For
10	Elect Hal V. Barron	Management	For	For	For	For	For
11	Elect Anne Beal	Management	For	For	For	For	For
12	Elect Harry Dietz	Management	For	For	For	For	For
13	Elect Jesse Goodman	Management	For	For	For	For	For
14	Elect Vishal Sikka	Management	For	For	For	For	For
15	Appointment of Auditor	Management	For	For	For	For	For
16	Authority to Set Auditor's Fees	Management	For	For	For	For	For

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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

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DISCOVER FINANCIAL SERVICES

ISIN	US2547091080	Meeting Date	09-May-24		
Ticker	DFS	Deadline Date	08-May-24		
Country	United States	Record Date	11-Mar-24		
Blocking	No	Vote Date	16-Apr-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Candace H. Duncan	Management	For	For	For	For	For
1b.	Elect Joseph F. Eazor	Management	For	For	For	For	For
1c.	Elect Kathy L. Lonowski	Management	For	For	For	For	For
1d.	Elect Thomas G. Maheras	Management	For	For	For	For	For
1e.	Elect Daniela O'Leary-Gill	Management	For	For	For	For	For
1f.	Elect John B. Owen	Management	For	For	For	For	For
1g.	Elect David L. Rawlinson II	Management	For	For	Against	Against	Against
1h.	Elect Michael G. Rhodes	Management	For	Abstain	For	For	For
1i.	Elect J. Michael Shepherd	Management	For	For	For	For	For
1j.	Elect Beverley A. Sibblies	Management	For	For	For	For	For
1k.	Elect Jennifer L. Wong	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

LTCH - New York State Teachers' Retirement System (NYSTRS)

LAS VEGAS SANDS CORP

ISIN	US5178341070	Meeting Date	09-May-24				
Ticker	LVS	Deadline Date	08-May-24				
Country	United States	Record Date	11-Mar-24				
Blocking	No	Vote Date	22-Apr-24		Dec Status	Approved	

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 Lewis Kramer	Management	For	Withhold	Withhold	Withhold	Against
1.7	Elect Alain Li	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.	Amendment to the 2004 Equity Award Plan	Management	For	For	For	For	For

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RENAISSANCERE HOLDINGS LTD

ISIN	BMG7496G1033	Meeting Date	13-May-24				
Ticker	RNR	Deadline Date	10-May-24				
Country	Bermuda	Record Date	12-Mar-24				
Blocking	No	Vote Date	01-May-24		Dec Status	Approved	

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Brian G. J. Gray	Management	For	For	For	For	For
1b.	Elect Duncan P. Hennes	Management	For	For	For	For	For
1c.	Elect Kevin J. O'Donnell	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

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CONOCO PHILLIPS

ISIN	US20825C1045	Meeting Date	14-May-24		
Ticker	COP	Deadline Date	13-May-24		
Country	United States	Record Date	18-Mar-24		
Blocking	No	Vote Date	24-Apr-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
1a.	Elect Dennis Victor Arriola	Management	For	For	For	For	For
1b.	Elect Gay Huey Evans	Management	For	For	For	For	For
1c.	Elect Jeffrey A. Joerres	Management	For	For	For	For	For
1d.	Elect Ryan M. Lance	Management	For	For	For	For	For
1e.	Elect Timothy A. Leach	Management	For	For	For	For	For
1f.	Elect William H. McRaven	Management	For	For	For	For	For
1g.	Elect Sharmila Mulligan	Management	For	For	For	For	For
1h.	Elect Eric D. Mullins	Management	For	For	For	For	For
1i.	Elect Arjun N. Murti	Management	For	For	For	For	For
1j.	Elect Robert A. Niblock	Management	For	For	For	For	For
1k.	Elect David T. Seaton	Management	For	For	For	For	For
1l.	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.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	For	For	For	For	For
5.	Shareholder Proposal Regarding Revisiting Pay Incentives for GHG Emissions Reductions	Shareholder	Against	Against	Against	Against	For

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BUDWEISER BREWING COMPANY APAC LIMITED

ISIN	KYG1674K1013	Meeting Date	14-May-24		
Ticker		Deadline Date	07-May-24		
Country	Cayman Islands	Record Date	07-May-24		
Blocking	No	Vote Date	30-Apr-24	Dec Status	Approved

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
3A	Elect Jan Craps	Management	For	For	For	For	For
3B	Elect Michel Doukeris	Management	For	Against	Against	Against	Against
3C	Elect Katherine Barrett	Management	For	For	For	For	For
3D	Elect Nelson José Jamel	Management	For	Against	Against	Against	Against
3E	Elect Martin Cubbon	Management	For	For	For	For	For
3F	Elect Marjorie YANG Mun Tak	Management	For	For	For	For	For
3G	Elect Katherine TSANG King-suen	Management	For	Against	Against	Against	Against
3H	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 Articles	Management	For	For	For	For	For

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TENCENT HOLDINGS LTD.

ISIN	KYG875721634	Meeting Date	14-May-24				
Ticker		Deadline Date	07-May-24				
Country	Cayman Islands	Record Date	08-May-24				
Blocking	No	Vote Date	16-Apr-24			Dec Status	Approved

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
3A	Elect Charles St. Leger Searle	Management	For	Against	Against	Against	Against
3B	Elect KE Yang	Management	For	For	For	For	For
3C	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 Issue Shares w/o Preemptive Rights	Management	For	Against	Against	Against	Against
6	Authority to Repurchase Shares	Management	For	For	For	For	For
7	Amendments to Articles	Management	For	For	For	For	For

GALAXY ENTERTAINMENT GROUP LTD.

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	Elect Francis LUI Yiu Tung	Management	For	Against	Against	Against	Against
3	Elect James R. Ancell	Management	For	Against	Against	Against	Against
4	Elect Charles CHEUNG Wai Bun	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

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AMERICAN WATER WORKS CO. INC.

ISIN	US0304201033	Meeting Date	15-May-24		
Ticker	AWK	Deadline Date	14-May-24		
Country	United States	Record Date	18-Mar-24		
Blocking	No	Vote Date	18-Apr-24	Dec Status	Approved

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
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

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CVS HEALTH CORP

ISIN	US1266501006	Meeting Date	16-May-24				
Ticker	CVS	Deadline Date	15-May-24				
Country	United States	Record Date	18-Mar-24				
Blocking	No	Vote Date	09-May-24		Dec Status	Approved	

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 J. Scott Kirby	Management	For	For	For	For	For
1i.	Elect Karen S. Lynch	Management	For	For	For	For	For
1j.	Elect Michael F. Mahoney	Management	For	For	For	For	For
1k.	Elect Jean-Pierre Millon	Management	For	For	For	For	For
1l.	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	For	Against	Against	Against
4.	Amendment to the 2017 Incentive Compensation Plan	Management	For	For	For	For	For
5.	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	For	For	Against

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6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	For	For	Against
7.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	Against	Against	For
8.	Shareholder Proposal Regarding Disclosure of Allocation of Hours For All Formal Director Commitments	Shareholder	Against	Against	Against	Against	For

Proxy Voting Summary

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JPMORGAN CHASE & CO.

Report Date Range: 01-May-24 to 31-May-24

ISIN	US46625H1005	Meeting Date	21-May-24				
Ticker	JPM	Deadline Date	20-May-24				
Country	United States	Record Date	22-Mar-24				
Blocking	No	Vote Date	13-May-24		Dec Status	Approved	

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	Against	Against	Against	Against
1d.	Elect Alicia Boler Davis	Management	For	For	For	For	For
1e.	Elect James Dimon	Management	For	For	For	For	For
1f.	Elect Alex Gorsky	Management	For	For	For	For	For
1g.	Elect Mellody Hobson	Management	For	For	For	For	For
1h.	Elect Phebe N. Novakovic	Management	For	For	For	For	For
1i.	Elect Virginia M. Rometty	Management	For	For	Against	Against	Against
1j.	Elect Mark A. Weinberger	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
3.	Amendment to the Long-Term Incentive Plan	Management	For	For	For	For	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 Audit of Climate Transition Policies	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Shareholder	Against	Against	Against	Against	For

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8.	Shareholder Proposal Regarding Proxy Voting Review	Shareholder	Against	Against	Against	Against	For
9.	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas	Shareholder	Against	Against	Against	Against	For
10.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	For	For	Against
11.	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	Against	Against	For

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LIBERTY GLOBAL LTD

ISIN	BMG611881274	Meeting Date	21-May-24				
Ticker	LBTYA	Deadline Date	20-May-24				
Country	Bermuda	Record Date	28-Mar-24				
Blocking	No	Vote Date	15-May-24			Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Michael T. Fries	Management	For	For	Withhold	Withhold	Against
1.2	Elect John C. Malone	Management	For	Withhold	Withhold	Withhold	Against
1.3	Elect Paul A. Gould	Management	For	Withhold	Withhold	Withhold	Against
1.4	Elect Larry E. Romrell	Management	For	Withhold	Withhold	Withhold	Against
2.	Ratification of Auditor	Management	For	For	For	For	For

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EOG RESOURCES, INC.

ISIN	US26875P1012	Meeting Date	22-May-24		
Ticker	EOG	Deadline Date	21-May-24		
Country	United States	Record Date	25-Mar-24		
Blocking	No	Vote Date	17-May-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Janet F. Clark	Management	For	For	For	For	For
1b.	Elect Charles R. Crisp	Management	For	For	For	For	For
1c.	Elect Robert P. Daniels	Management	For	For	For	For	For
1d.	Elect Lynn A. Dugle	Management	For	For	For	For	For
1e.	Elect C. Christopher Gaut	Management	For	For	For	For	For
1f.	Elect Michael T. Kerr	Management	For	For	For	For	For
1g.	Elect Julie J. Robertson	Management	For	For	Against	For	For
1h.	Elect Donald F. Textor	Management	For	For	For	For	For
1i.	Elect Ezra Y. Yacob	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	Against	For	For

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INVESCO LTD

ISIN	BMG491BT1088	Meeting Date	23-May-24		
Ticker	IVZ	Deadline Date	22-May-24		
Country	Bermuda	Record Date	15-Mar-24		
Blocking	No	Vote Date	07-May-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Sarah E. Beshar	Management	For	For	Against	Against	Against
1b.	Elect Thomas M. Finke	Management	For	For	Against	Against	Against
1c.	Elect Thomas P. Gibbons	Management	For	For	Against	Against	Against
1d.	Elect William F. Glavin, Jr.	Management	For	For	Against	Against	Against
1e.	Elect Elizabeth S. Johnson	Management	For	For	Against	Against	Against
1f.	Elect Andrew R. Schlossberg	Management	For	For	For	For	For
1g.	Elect Nigel Sheinwald	Management	For	For	Against	Against	Against
1h.	Elect Paula C. Tolliver	Management	For	For	Against	Against	Against
1i.	Elect G. Richard Wagoner, Jr.	Management	For	For	Against	Against	Against
1j.	Elect Christopher C. Womack	Management	For	For	Against	Against	Against
1k.	Elect Phoebe A. Wood	Management	For	For	Against	Against	Against
2.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
3.	Amendment to the 2016 Global Equity Incentive Plan	Management	For	For	For	For	For
4.	Ratification of Auditor	Management	For	For	For	For	For
5.	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	For	For	Against

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INTERPUBLIC GROUP OF COS., INC.

ISIN	US4606901001	Meeting Date	23-May-24		
Ticker	IPG	Deadline Date	22-May-24		
Country	United States	Record Date	01-Apr-24		
Blocking	No	Vote Date	07-May-24	Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mamt
1a.	Elect Jorge L. Benitez	Management	For	For	For	For	For
1b.	Elect Jocelyn E. Carter-Miller	Management	For	For	For	For	For
1c.	Elect Mary J. Steele Guilfoile	Management	For	For	For	For	For
1d.	Elect Dawn Hudson	Management	For	For	For	For	For
1e.	Elect Philippe Krakowsky	Management	For	For	For	For	For
1f.	Elect Jonathan F. Miller	Management	For	For	For	For	For
1g.	Elect Patrick Q. Moore	Management	For	For	For	For	For
1h.	Elect Linda S. Sanford	Management	For	For	For	For	For
1i.	Elect David M. Thomas	Management	For	For	For	For	For
1j.	Elect E. Lee Wyatt Jr.	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.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-May-24 to 31-May-24

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SCHNEIDER ELECTRIC SE

ISIN

FR0000121972

Meeting Date

23-May-24

Ticker

Deadline Date

17-May-24

Country

France

Record Date

20-May-24

Blocking

No

Vote Date

13-May-24

Dec Status

Approved

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	Special Auditors Report on Regulated Agreements	Management	For	For	For	For	For
5	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	For	For	For
6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	For	For	For
7	2023 Remuneration Report	Management	For	For	For	For	For
8	2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	Management	For	Against	Against	Against	Against
9	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Management	For	For	For	For	For
10	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	Management	For	For	For	For	For
11	2024 Remuneration Policy (CEO)	Management	For	For	For	For	For
12	2024 Remuneration Policy (Chair)	Management	For	For	For	For	For
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
14	Elect Fred Kindle	Management	For	For	For	For	For
15	Elect Cécile Cabanis	Management	For	For	For	For	For
16	Elect Jill Lee	Management	For	For	For	For	For

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17	Elect Philippe Knoche	Management	For	For	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
19	Employee Stock Purchase Plan	Management	For	For	For	For	For
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For	For	For

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PRUDENTIAL PLC

ISIN	GB0007099541	Meeting Date	23-May-24				
Ticker		Deadline Date	17-May-24				
Country	United Kingdom	Record Date	21-May-24				
Blocking	No	Vote Date	22-May-24		Dec Status	Approved	

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 Mark Saunders	Management	For	For	For	For	For
4	Elect Shriti Vadera	Management	For	For	Against	Against	Against
5	Elect Anil Wadhwani	Management	For	For	For	For	For
6	Elect Jeremy Anderson	Management	For	For	For	For	For
7	Elect Arijit Basu	Management	For	For	For	For	For
8	Elect Chua Sock Koong	Management	For	For	For	For	For
9	Elect Ming Lu	Management	For	For	Against	Against	Against
10	Elect George D. Sartorel	Management	For	For	For	For	For
11	Elect Claudia Süssmuth Dyckerhoff	Management	For	For	For	For	For
12	Elect Jeanette Wong	Management	For	For	For	For	For
13	Elect Yok Tak Amy Yip	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	Authorisation of Political Donations	Management	For	For	For	For	For

Proxy Voting Summary

Report Date Range: 01-May-24 to 31-May-24

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17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	Against	Against	Against
18	Authority to Issue Repurchased Shares w/ Preemptive Rights	Management	For	For	Against	Against	Against
19	Authority to Issue Preference 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
22	Authority to Repurchase Shares	Management	For	For	For	For	For
23	Scrip Dividend	Management	For	For	For	For	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For	For	For

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LYONDELLBASELL INDUSTRIES NV

ISIN	NL0009434992	Meeting Date	24-May-24				
Ticker	LYB	Deadline Date	22-May-24				
Country	Netherlands	Record Date	26-Apr-24				
Blocking	No	Vote Date	13-May-24		Dec Status	Approved	

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	For	For	For
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 Bridget E. Karlin	Management	For	For	For	For	For
1k.	Elect Albert Manifold	Management	For	For	For	For	For
1l.	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

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6.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
7.	Authority to Repurchase Shares	Management	For	For	For	For	For
8.	Cancellation of Shares	Management	For	For	For	For	For

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LEONARDO S.P.A.

ISIN	IT0003856405	Meeting Date	24-May-24				
Ticker		Deadline Date	13-May-24				
Country	Italy	Record Date	08-May-24				
Blocking	No	Vote Date	08-May-24			Dec Status	Approved

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
0010	Amendments to Article 2.2 (Company Headquarters)	Management	For	For	For	For	For
0020	Amendments to Article 5.1 (Par Value)	Management	For	For	For	For	For
0030	Amendments to Articles (Golden Power Regulations)	Management	For	For	For	For	For
0040	Amendments to Articles (General Meeting Secretary)	Management	For	For	For	For	For
0050	Amendments to Articles (General Meeting Convocation)	Management	For	For	For	For	For
0060	Amendments to Article 17.1 (General Meeting Voting)	Management	For	For	For	For	For
0070	Amendments to Article 18.4 (Replacement of Resigned Directors)	Management	For	For	For	For	For
0080	Amendments to Articles (Board of Statutory Auditors)	Management	For	For	For	For	For
0090	Amendments to Articles (Meetings of Corporate Bodies)	Management	For	For	For	For	For
0100	Amendments to Article 24.2 (Reporting to Competent Bodies)	Management	For	For	For	For	For
0110	Amendments to Articles (Editorial Changes)	Management	For	For	For	For	For
0120	Accounts and Reports	Management	For	For	For	For	For
0130	Allocation of Dividends	Management	For	For	For	For	For
014A	List Presented by Ministry of Economy and Finance	Management	Undetermined	For	For	For	N/A
014B	List Presented by Group of Institutional Investors Representing 1.02% of Share Capital	Management	Undetermined	Do Not Vote	Do Not Vote		N/A
0150	Elect Luca Rossi as Chair of Board of Statutory Auditors	Management	Undetermined	For	For	For	N/A

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0160	Statutory Auditors' Fees	Management	For	For	For	For	For
0170	2024-2026 Long Term Incentive Plan	Management	For	For	For	For	For
0180	Remuneration Policy	Management	For	For	For	For	For
0190	Remuneration Report	Management	For	For	For	For	For

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DOLLAR GENERAL CORP.

ISIN	US2566771059	Meeting Date	29-May-24				
Ticker	DG	Deadline Date	28-May-24				
Country	United States	Record Date	20-Mar-24				
Blocking	No	Vote Date	22-May-24		Dec Status	Approved	

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect Warren F. Bryant	Management	For	For	For	For	For
1b.	Elect Michael M. Calbert	Management	For	For	For	For	For
1c.	Elect Ana M. Chadwick	Management	For	For	For	For	For
1d.	Elect Patricia D. Fili-Krushel	Management	For	For	Against	Against	Against
1e.	Elect Timothy I. McGuire	Management	For	For	For	For	For
1f.	Elect David P. Rowland	Management	For	For	For	For	For
1g.	Elect Debra A. Sandler	Management	For	For	For	For	For
1h.	Elect Ralph E. Santana	Management	For	For	For	For	For
1i.	Elect Todd J. Vasos	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	Against	Against	Against
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	Against	Against	Against	For

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NXP SEMICONDUCTORS NV

ISIN	NL0009538784	Meeting Date	29-May-24				
Ticker	NXPI	Deadline Date	28-May-24				
Country	Netherlands	Record Date	01-May-24				
Blocking	No	Vote Date	23-May-24		Dec Status	Approved	

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 Moshe N. Gavrielov	Management	For	For	For	For	For
3e.	Elect Chunyuan Gu	Management	For	For	For	For	For
3f.	Elect Lena Olving	Management	For	For	For	For	For
3g.	Elect Julie Southern	Management	For	For	For	For	For
3h.	Elect Jasmin Staiblin	Management	For	For	For	For	For
3i.	Elect Gregory L. Summe	Management	For	For	For	For	For
3j.	Elect Karl-Henrik Sundström	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.	Directors' Fees	Management	For	For	For	For	For
10.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

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PUBLICIS GROUPE SA

ISIN	FR0000130577	Meeting Date	29-May-24				
Ticker		Deadline Date	23-May-24				
Country	France	Record Date	24-May-24				
Blocking	No	Vote Date	14-May-24		Dec Status	Approved	

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	Consolidated Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For	For	For
5	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For	For	For	For	For
6	2023 Remuneration Report	Management	For	For	For	For	For
7	2023 Remuneration of Maurice Lévy, Supervisory Board Chair	Management	For	Against	Against	Against	Against
8	2023 Remuneration of Arthur Sadoun, Management Board Chair	Management	For	Against	Against	Against	Against
9	2023 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member	Management	For	For	For	For	For
10	2023 Remuneration of Michel-Alain Proch, Management Board Member	Management	For	For	For	For	For
11	2024 Remuneration Policy (Supervisory Board Chair)	Management	For	Against	Against	Against	Against
12	2024 Remuneration Policy (Supervisory Board Members)	Management	For	For	For	For	For
13	2024 Remuneration Policy (Management Board Chair)	Management	For	For	For	For	For
14	2024 Remuneration Policy (Management Board Members)	Management	For	For	For	For	For
15	Authority to Repurchase and Reissue Shares	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 Convertible Debt Through Private Placement	Management	For	For	For	For	For
19	Greenshoe	Management	For	For	For	For	For
20	Authority to Set Offering Price of Shares	Management	For	For	For	For	For
21	Authority to Increase Capital Through Capitalisations	Management	For	For	For	For	For
22	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For	For	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For	For	For
24	Authority to issue performance shares	Management	For	For	For	For	For
25	Employee Stock Purchase Plan (Domestic and Overseas)	Management	For	For	For	For	For
26	Employee Stock Purchase Plan (Specific Categories)	Management	For	For	For	For	For
27	Amendment to Articles Regarding the Corporate Purpose	Management	For	For	For	For	For
28	Amendment Regarding the Company's Duration	Management	For	For	For	For	For
29	Amendment to Governing Structure (Two-tier to One-tier) and Adoption of New Articles	Management	For	For	For	For	For
30	Elect Arthur Sadoun	Management	For	For	For	For	For
31	Elect Elisabeth Badinter	Management	For	For	Against	Against	Against
32	Elect Simon Badinter	Management	For	For	For	For	For
33	Elect Jean Charest	Management	For	For	For	For	For
34	Elect Sophie Dulac	Management	For	For	Against	Against	Against
35	Elect Thomas H. Glocer	Management	For	For	For	For	For
36	Elect Marie-Josée Kravis	Management	For	For	Against	Against	Against
37	Elect André Kudelski	Management	For	For	For	For	For
38	Elect Suzan LeVine	Management	For	For	For	For	For
39	Elect Antonella Mei-Pochtler	Management	For	For	For	For	For
40	Elect Tidjane Thiam	Management	For	For	For	For	For

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41	2024 Remuneration Policy (Chair and CEO)	Management	For	For	For	For	For
42	2024 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
43	Elect Sophie Dulac	Management	For	For	For	For	For
44	Elect Thomas H. Glocer	Management	For	For	For	For	For
45	Elect Marie-Josée Kravis	Management	For	For	For	For	For
46	Elect André Kudelski	Management	For	For	For	For	For
47	Authorisation of Legal Formalities	Management	For	For	For	For	For

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ACCOR

ISIN	FR0000120404	Meeting Date	31-May-24		
Ticker		Deadline Date	27-May-24		
Country	France	Record Date	28-May-24		
Blocking	No	Vote Date	24-May-24	Dec Status	Approved

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	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	For	For	For
5	2024 Directors' Fees	Management	For	For	For	For	For
6	2023 Remuneration Report	Management	For	For	For	For	For
7	2023 Remuneration of Sébastien Bazin, Chair and CEO	Management	For	Against	Against	Against	Against
8	2024 Remuneration Policy (Chair and CEO)	Management	For	For	For	For	For
9	2024 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
10	Related Party Transactions (Rubyrock Capital Co. Ltd)	Management	For	For	For	For	For
11	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
12	Internal Spin-off (Accor Luxury & Lifestyle)	Management	For	For	For	For	For
13	Authority to Issue Warrants as a Takeover Defense	Management	For	Against	Against	Against	Against
14	Authorisation of Legal Formalities	Management	For	For	For	For	For

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