Company Name	Country Code	Meeting Date Meeting Type	Record Date Ticke	er Security ID SymbolT	ne Agenda Item Number	Agenda Item Description	Management or Shareholder Proposal	Management Recommendation	Fund Vote F	fund ID. Rationale
Abbott Laboratories	US	20230428 Annual	20230301 ABT	002824100 CUSIP	1	Elect Robert J. Alpern	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT		2	Elect Claire Babineaux-Fontenot	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT		3	Elect Sally E. Blount	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT	002824100 CUSIP	4	Elect Robert B. Ford	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT	002824100 CUSIP	5	Elect Paola Gonzalez	MGMT	For	For	6698
Abbott Laboratories Abbott Laboratories	US US	20230428 Annual 20230428 Annual	20230301 ABT 20230301 ABT	002824100 CUSIP 002824100 CUSIP	6	Elect Michelle A. Kumbier Elect Darren W. McDew	MGMT MGMT	For For	For	6698 6698
Abbott Laboratories Abbott Laboratories	US	20230428 Annual 20230428 Annual	20230301 ABT		,	Elect Darren W. McDew Flect Nancy McKinstry	MGMT	For	For Against	6698 Serves on too many boards
Abbott Laboratories	US	20230428 Annual	20230301 ABT		0	Elect Michael G. O'Grady	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT		10	Elect Michael F. Roman	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT		11	Elect Daniel J. Starks	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT		12	Elect John G. Stratton	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT	002824100 CUSIP	13	Ratification of Auditor	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT		14	Advisory Vote on Executive Compensation	MGMT	For	For	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT	002824100 CUSIP	15	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
Abbott Laboratories	US	20230428 Annual	20230301 ABT	002824100 CUSIP	16	Shareholder Proposal Regarding Right to Call Special Meetings	Sharehold	Against	Against	6698
Abbott Laboratories	us	20230428 Annual	20230301 ABT	002824100 CUSIP	17	Shareholder Proposal Regarding Independent Chair	Sharehold	Against	For	An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda
Abbott Laboratories	US	20230428 Annual		002824100 CUSIP	18	Shareholder Proposal Regarding Lobbying Report	Sharehold	Against	For	Increased disclosure would allow shareholders to more fully 6698 assess risks presented by the Company's lobbying activities Executives should generally not be insulated from expenses
Abbott Laboratories	US	20230428 Annual		002824100 CUSIP	19	Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	Sharehold	Against	For	6698 related to legal and compliance costs
AbbVie Inc.	US	20230505 Annual		V 00287Y109 CUSIP	1	Elect Robert J. Alpern	MGMT	For	For	6698
AbbVie Inc.	US	20230505 Annual		V 00287Y109 CUSIP	2	Elect Melody B. Meyer	MGMT	For	For	6698
AbbVie Inc.	US	20230505 Annual		V 00287Y109 CUSIP	3	Elect Frederick H. Waddell	MGMT	For	For	6698
AbbVie Inc.	US	20230505 Annual		V 00287Y109 CUSIP	4	Ratification of Auditor	MGMT	For	For	6698
AbbVie Inc.	US	20230505 Annual		V 00287Y109 CUSIP	5	Advisory Vote on Executive Compensation	MGMT	For	For	6698
AbbVie Inc.	US	20230505 Annual	20230306 ABB	V 00287Y109 CUSIP	6	Elimination of Supermajority Requirement	MGMT	For	For	6698
AbbVie Inc.	US	20230505 Annual	20230306 ABB	V 00287Y109 CUSIP	7	Shareholder Proposal Regarding Simple Majority Vote	Sharehold	Against	Against	6698
AbbVie Inc.	US	20230505 Annual	20230306 ABB	V 00287Y109 CUSIP	8	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Sharehold	Against	Against	6698
AbbVie Inc. AbbVie Inc.	US	20230505 Annual 20230505 Annual		V 00287Y109 CUSIP	9	Shareholder Proposal Regarding Lobbying Report	Sharehold Sharehold	Against	Against	6698 6698
	US			V 00287Y109 CUSIP	10	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents		Against	Against	
AMGEN Inc.	US	20230519 Annual 20230519 Annual		SN 031162100 CUSIP	1	Elect Wanda M. Austin Flect Robert A. Bradway	MGMT MGMT	For For	For	6698 6698
					2				For	
AMGEN Inc. AMGEN Inc.	US	20230519 Annual 20230519 Annual		GN 031162100 CUSIP GN 031162100 CUSIP	5	Elect Michael V. Drake Elect Brian J. Druker	MGMT MGMT	For For	For	6698 6698
AMGEN Inc.	US US	20230519 Annual 20230519 Annual		SN 031162100 CUSIP	4	Elect Brian J. Druker Elect Robert A. Eckert	MGMT	For	For For	6698
AMGEN Inc.	US	20230519 Annual 20230519 Annual	20230320 AMG	SN 031162100 CUSIP	5		MGMT	For	For	6698
AMGEN Inc.	US	20230519 Annual 20230519 Annual	20230320 AMG	SN 031162100 CUSIP SN 031162100 CUSIP		Elect Greg C. Garland Elect Charles M. Holley, Jr.	MGMT	For	For For	6698
AMGEN Inc.	US	20230519 Annual 20230519 Annual	20230320 AM	SN 031162100 CUSIP	,	Elect S. Omar Ishrak	MGMT	For	For	6698
AMGEN Inc.	US	20230519 Annual		SN 031162100 CUSIP	0	Elect Tyler Jacks	MGMT	For	For	6698
AMGEN Inc	US	20230519 Annual		SN 031162100 CUSIP	10	Elect Ellen J. Kullman	MGMT	For	For	6698
AMGEN Inc	US	20230519 Annual		SN 031162100 CUSIP	11	Elect Amy E. Miles	MGMT	For	For	6698
AMGEN Inc.	US	20230519 Annual		SN 031162100 CUSIP	12	Elect Ronald D. Sugar	MGMT	For	For	6698
AMGEN Inc.	US	20230519 Annual		SN 031162100 CUSIP	13	Elect R. Sanders Williams	MGMT	For	For	6698
AMGEN Inc.	US	20230519 Annual		SN 031162100 CUSIP	14	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
AMGEN Inc.	US	20230519 Annual		SN 031162100 CUSIP	15	Advisory Vote on Executive Compensation	MGMT	For	For	6698
AMGEN Inc.	US	20230519 Annual		SN 031162100 CUSIP	16	Ratification of Auditor	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN	046353108 CUSIP	1	Accounts and Reports	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		2	Final Dividend	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		3	Appointment of Auditor	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN	046353108 CUSIP	4	Authority to Set Auditor's Fees	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		5	Elect Michel Demare	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN	046353108 CUSIP	6	Elect Pascal Soriot	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		7	Elect Aradhana Sarin	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN	046353108 CUSIP	8	Elect Phillip Broadley	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN	046353108 CUSIP	9	Elect Euan Ashley	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN	046353108 CUSIP	10	Elect Deborah DiSanzo	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		11	Elect Diana Layfield	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		12	Elect Sherilyn S. McCoy	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		13	Elect Tony MOK Shu Kam	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		14	Elect Nazneen Rahman	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN	046353108 CUSIP	15	Elect Andreas Rummelt	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		16	Elect Marcus Wallenberg	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN		17	Remuneration Report	MGMT	For	For	6698
Astrazeneca plc	US	20230427 Annual	20230404 AZN 20230404 AZN		18 19	Authorisation of Political Donations	MGMT MGMT	For	For	6698 6698
Astrazeneca plc Astrazeneca plc	US	20230427 Annual 20230427 Annual	20230404 AZN 20230404 AZN		19 20	Authority to Issue Shares w/ Preemptive Rights	MGMT	For For	For	6698 6698
Astrazeneca plc Astrazeneca plc	US	20230427 Annual 20230427 Annual	20230404 AZN 20230404 AZN		20	Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	MGMT	For	For For	6698 6698
Astrazeneca pic Astrazeneca pic	US	20230427 Annual 20230427 Annual	20230404 AZN 20230404 AZN		21 22	Authority to Issue Shares W/O Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	MGMT	For	For	6698
Astrazeneca pic	US	20230427 Annual	20230404 AZN 20230404 AZN		23	Authority to Set General Meeting Notice Period at 14 Days	MGMT	For	For	6698
Astrazeneca pic	US	20230427 Annual	20230404 AZN		24	Adoption of New Articles	MGMT	For	For	6698
Bristol-Myers Squibb Company		20230502 Annual	20230313 BMY	110122108 CUSIP	1	Elect Peter J. Arduini	MGMT	For	For	6698
Bristol-Myers Squibb Company	US	20230502 Annual		110122108 CUSIP	2	Elect Deepak L. Bhatt	MGMT	For	For	6698
Bristol-Myers Squibb Company		20230502 Annual	20230313 BMY	110122108 CUSIP	3	Elect Giovanni Caforio	MGMT	For	For	6698
Bristol-Myers Squibb Company		20230502 Annual		110122108 CUSIP	4	Elect Julia A. Haller	MGMT	For	For	6698
Bristol-Myers Squibb Company	US	20230502 Annual	20230313 BMY	110122108 CUSIP	5	Elect Manuel Hidalgo Medina	MGMT	For	For	6698
Bristol-Myers Squibb Company	US	20230502 Annual		110122108 CUSIP	6	Elect Paula A. Price	MGMT	For	For	6698
Bristol-Myers Squibb Company		20230502 Annual		110122108 CUSIP	7	Elect Derica W. Rice	MGMT	For	For	6698
Bristol-Myers Squibb Company		20230502 Annual	20230313 BMY		8	Elect Theodore R. Samuels, II	MGMT	For	For	6698
Bristol-Myers Squibb Company		20230502 Annual	20230313 BMY	110122108 CUSIP	9	Elect Gerald Storch	MGMT	For	For	6698
Bristol-Myers Squibb Company	US	20230502 Annual	20230313 BMY	110122108 CUSIP	10	Elect Karen H. Vousden	MGMT	For	For	6698
Bristol-Myers Squibb Company	US	20230502 Annual		110122108 CUSIP	11	Elect Phyllis R. Yale	MGMT	For	For	6698
Bristol-Myers Squibb Company		20230502 Annual	20230313 BMY		12	Advisory Vote on Executive Compensation	MGMT	For	For	6698
Bristol-Myers Squibb Company		20230502 Annual		110122108 CUSIP	13	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698 6698
Bristol-Myers Squibb Company		20230502 Annual		110122108 CUSIP	14	Ratification of Auditor	MGMT	For	For	An independent chair is better able to oversee the executives
Bristol-Myers Squibb Company		20230502 Annual		110122108 CUSIP	15	Shareholder Proposal Regarding Independent Chair	Sharehold	Against	For	6698 of a company and set a pro-shareholder agenda
Bristol-Myers Squibb Company		20230502 Annual		110122108 CUSIP	16	Shareholder Proposal Regarding Non-Discrimination Audit	Sharehold	Against	Against	6698
Bristol-Myers Squibb Company		20230502 Annual	20230313 BMY		17	Shareholder Proposal Regarding Allowing Beneficial Owners to Call Special Meetings	Sharehold	Against	Against	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR		1	Elect Rainer M. Blair	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR		2	Elect Feroz Dewan	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual		235851102 CUSIP	3	Elect Linda P. Hefner Filler	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual		235851102 CUSIP	4	Elect Teri L. List	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual		235851102 CUSIP	5	Elect Walter G. Lohr, Jr.	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual		235851102 CUSIP	6	Elect Jessica L. Mega	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual		235851102 CUSIP	7	Elect Mitchell P. Rales	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR	235851102 CUSIP	8	Elect Steven M. Rales	MGMT	For	For	6698

Danaher Corporation	US	20230509 Annual		235851102 CUSIP		Elect Pardis C. Sabeti	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR 20230310 DHR		10	Elect A. Shane Sanders	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR 20230310 DHR		11	Elect John T. Schwieters	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR	235851102 CUSIP	12	Elect Alan G. Spoon	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR	235851102 CUSIP	13	Elect Raymond C. Stevens	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR	235851102 CUSIP	14	Elect Elias A. Zerhouni	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR		15	Ratification of Auditor	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR		16	Advisory Vote on Executive Compensation	MGMT	For	For	6698
Danaher Corporation	US	20230509 Annual	20230310 DHR	235851102 CUSIP	17	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
										An independent chair is better able to oversee the executives
Danaher Corporation	US	20230509 Annual		235851102 CUSIP	18	Shareholder Proposal Regarding Independent Chair	Sharehold	Against	For	6698 of a company and set a pro-shareholder agenda
Danaher Corporation	US	20230509 Annual	20230310 DHR	235851102 CUSIP	19	Shareholder Proposal Regarding Diversity and Inclusion Report	Sharehold	Against	Against	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	1	Elect William G. Kaelin, Jr.	MGMT	For	For	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	2	Elect David A. Ricks	MGMT	For	For	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	3	Elect Marschall S. Runge	MGMT	For	For	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	4	Elect Karen Walker	MGMT	For	For	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	5	Advisory Vote on Executive Compensation	MGMT	For	For	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	6	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	7	Ratification of Auditor	MGMT	For	For	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	8	Repeal of Classified Board	MGMT	For	For	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	9	Elimination of Supermajority Requirements	MGMT	For	For	6698
										Increased disclosure would allow shareholders to more fully
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	10	Shareholder Proposal Regarding Lobbying Report	Sharehold	Against	For	6698 assess risks presented by the Company's lobbying activities
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	11	Shareholder Proposal Regarding Simple Majority Vote	Sharehold	Against	Against	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	12	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Sharehold	Against	Against	6698
Fli Lilly and Company	US	20230501 Annual	20230221 HY	532457108 CUSIP	13	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Sharehold	Against	Against	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	14	Shareholder Proposal Regarding Lobbying Activities and Values Congruency	Sharehold	Against	Against	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	15	Shareholder Proposal Regarding Diversity and Inclusion Report	Sharehold	Against	Against	6698
Eli Lilly and Company	US	20230501 Annual	20230221 LLY	532457108 CUSIP	16	Shareholder Proposal Regarding Diversity and inclusion Report Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Sharehold	Against	Against	6698
Gilead Sciences, Inc.	US	20230501 Annual 20230503 Annual	20230221 ELY 20230315 GILD		10	Elect Jacqueline K. Barton	MGMT	For	For	6698
					1		MGMT			
Gilead Sciences, Inc.	US	20230503 Annual	20230315 GILD		2	Elect Jeffrey A. Bluestone	MGMT	For	For	6698 6698
Gilead Sciences, Inc.	US	20230503 Annual		375558103 CUSIP	3	Elect Sandra J. Horning		For	For	
Gilead Sciences, Inc.	US	20230503 Annual		375558103 CUSIP	4	Elect Kelly A. Kramer	MGMT	For	For	6698
Gilead Sciences, Inc.	US	20230503 Annual		375558103 CUSIP	5	Elect Kevin E. Lofton	MGMT	For	For	6698
Gilead Sciences, Inc.	US	20230503 Annual		375558103 CUSIP	6	Elect Harish Manwani	MGMT	For	For	6698
Gilead Sciences, Inc.	US	20230503 Annual		375558103 CUSIP	7	Elect Daniel P. O'Day	MGMT	For	For	6698
Gilead Sciences, Inc.	US	20230503 Annual		375558103 CUSIP	8	Elect Javier J. Rodriguez	MGMT	For	For	6698
Gilead Sciences, Inc.	US	20230503 Annual	20230315 GILD	375558103 CUSIP	9	Elect Anthony Welters	MGMT	For	For	6698
Gilead Sciences, Inc.	US	20230503 Annual	20230315 GILD		10	Ratification of Auditor	MGMT	For	For	6698
Gilead Sciences, Inc.	US	20230503 Annual	20230315 GILD	375558103 CUSIP	11	Advisory Vote on Executive Compensation	MGMT	For	For	6698
Gilead Sciences, Inc.	US	20230503 Annual		375558103 CUSIP	12	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
Gilead Sciences, Inc.	US	20230503 Annual	20230315 GILD	375558103 CUSIP	13	Amendment to the Employee Stock Purchase Plan	MGMT	For	For	6698
Gilead Sciences, Inc.	LIS	20230503 Annual	20230315 GILD	375558103 CUSIP	14	Shareholder Proposal Regarding Multiple Board Nominees	Sharehold	Against	Against	6698
Gilead Sciences, Inc.	US	20230503 Annual		375558103 CUSIP	15	Shareholder Proposal Regarding Allowing Beneficial Owners to Call Special Meetings	Sharehold	Against	Against	6698
Gilead Sciences, Inc.	US	20230503 Annual	20230315 GILD		16	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Sharehold	Against	Against	6698
GSK Plc	US	20220706 Annual	20220527 GSK		10	Demerger of Haleon Group	MGMT	For	For	6698
GSK PIC	US	20220706 Annual	20220527 GSK 20220527 GSK	37733W105 CUSIP	2	Related Party Transactions	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	2	Elect Darius Adamczyk	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual 20230427 Annual	20230228 JNJ 20230228 JNJ	478160104 CUSIP	1	Elect Mary C. Beckerle	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual 20230427 Annual	20230228 JNJ	478100104 CUSIP	2		MGMT	For		6698
			20230228 JNJ	478160104 CUSIP	3	Elect D. Scott Davis			For	
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	4	Elect Jennifer A. Doudna	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	5	Elect Joaquin Duato	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	6	Elect Marillyn A. Hewson	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	7	Elect Paula A. Johnson	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	8	Elect Hubert Joly	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	9	Elect Mark B. McClellan	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	10	Elect Anne Mulcahy	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	11	Elect Mark A. Weinberger	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	12	Elect Nadja Y. West	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	13	Advisory Vote on Executive Compensation	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	14	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	15	Ratification of Auditor	MGMT	For	For	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	16	Shareholder Proposal Regarding Adoption of Mandatory Arbitration Bylaw	Sharehold	Against	Abstain	6698 Proposal withdrawn by proponent
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	17	Shareholder Proposal Regarding Report on Access to COVID-19 Products	Sharehold	Against	Against	6698
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	18	Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	Sharehold	Against	Abstain	6698 Proposal withdrawn by proponent
Johnson & Johnson	US	20230427 Annual	20230228 JNJ	478160104 CUSIP	19	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Sharehold	Against	Against	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT	585055106 CUSIP	1	Elect Richard H. Anderson	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		2	Elect Craig Arnold	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		3	Elect Scott C. Donnelly	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		4	Elect Lidia L. Fonseca	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		5	Elect Andrea J. Goldsmith	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		6	Elect Randall J. Hogan, III	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		7	Elect Kevin E. Lofton	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		8	Elect Geoffrey Straub Martha	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		9	Elect Elizabeth G. Nabel	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		10	Elect Denise M. O'Leary	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		11	Elect Kendall J. Powell	MGMT	For	Against	6698 Affiliate/Insider on compensation committee
Medtronic Plc	US	20221208 Annual	20221011 MDT	585055106 CUSIP	12	Appointment of Auditor and Authority to Set Fees	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		13	Advisory Vote on Executive Compensation	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		14	Authority to Issue Shares w/ Preemptive Rights	MGMT	For	For	6698
Medtronic Plc	US	20221208 Annual	20221011 MDT		15	Authority to Issue Shares w/ Preemptive Rights	MGMT	For	For	6698
Medtronic Pic	US	20221208 Annual	20221011 MDT		16	Authority to Repurchase Shares Authority to Repurchase Shares	MGMT	For	For	6698
		ZUZZIZUS MIIIUdi			10		MGMT	For		6698
Merck & Co., Inc. Merck & Co., Inc.		20220522 *				Elect Douglas M. Baker, Jr.	MUMI	FUI	For	
	US	20230523 Annual	20230324 MRK		1		MCMT	r		5500
	US US	20230523 Annual	20230324 MRK	58933Y105 CUSIP	2	Elect Mary Ellen Coe	MGMT	For	For	6698
Merck & Co., Inc.	US US US	20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP	2 3	Elect Pamela J. Craig	MGMT	For	For	6698
Merck & Co., Inc.	US US US US	20230523 Annual 20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	1 2 3 4	Elect Pamela J. Craig Elect Robert M. Davis	MGMT MGMT	For For	For For	6698 6698
Merck & Co., Inc. Merck & Co., Inc.	US US US US	20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	1 2 3 4 5	Elect Pamela J. Cralg Elect Robert M. Davis Elect Thomas H. Glocer	MGMT MGMT MGMT	For For	For For	6698 6698 6698
Merck & Co., Inc. Merck & Co., Inc. Merck & Co., Inc.	us us us us us	20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	1 2 3 4 5	Elect Pamela J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Risc Lavizo-Mourey	MGMT MGMT MGMT MGMT	For For For	For For For	6698 6698 6698 6698
Merck & Co., Inc. Merck & Co., Inc. Merck & Co., Inc. Merck & Co., Inc.	US US US US US US	20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	1 2 3 4 5 6 7	Elect Pamels J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Risk Lavizzo-Mourey Elect Stephen L. Mayo	MGMT MGMT MGMT MGMT MGMT	For For For For	For For For For	6698 6698 6698 6698
Merck & Co., Inc. Merck & Co., Inc. Merck & Co., Inc. Merck & Co., Inc. Merck & Co., Inc.	US US US US US US US US US	20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK	\$8933Y105 CUSIP \$8933Y105 CUSIP \$8933Y105 CUSIP \$8933Y105 CUSIP \$8933Y105 CUSIP \$8933Y105 CUSIP \$8933Y105 CUSIP	1 2 3 4 5 6 7 8	Elect Pamela J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Risa Lavizzo-Mourey Elect Stephen L. Mayo Elect Paul B. Rothman	MGMT MGMT MGMT MGMT MGMT MGMT	For For For For For	For For For For For	6698 6698 6698 6698 6698
Merck & Co., Inc. Merck & Co., Inc.	US	20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	1 2 3 4 5 6 7 8	Eiert Pamels J. Craig Eiert Rhomes H. Glozer Eiert Rhomes H. Glozer Eiert Rhomes H. Glozer Eiert Rhomes H. Glozer Eiert Rhomes Lewizze-Mouney Eiert Paul B. Rothman Eiert Paul B. Rothman	MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For For For For For For	For For For For For For	6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US U	20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	1 2 3 4 5 6 7 8 9	Elect Pamela J. Craig Elect Robert M. Davis Elect Thomas H. Giccer Elect Riss Lavizz-Moure Elect Riss Lavizz-Moure Elect Riss Lavizz-Moure Elect Paul B. Rothman Elect Patricia F. Russo Elect Christine E. Sedman	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For For For For For For For	For For For For For For	6698 6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US U	20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	1 2 3 4 5 6 7 8 9	Eiert Pamels J. Craig Eiert Rhomat H. Glozer Eiert Stephen L. Mayo Eiert Paul B. Rohman Eiert Particle F. Russo Eiert Christine E. Sedman Eiert christine E. Sedman Eiert chrystine E. Sedman Eiert chrystine E. Sedman	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For For For For For For For For	For For For For For For For	6698 6698 6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US U	20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	11 12	Elect Pamela J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Risa Lavizzo-Mourey Elect Stephen L. Mayo Elect Paul B. Rothman Elect Patricia F. Russo Elect Paul B. Tothman Elect Patricia F. Russo Elect Christine E. Sedman Elect Linge G. Thulin Elect Lathy J. Warden	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For For For For For For For For	For For For For For For For For	6698 6698 6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US U	20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK	58933Y105 CUSIP		Elect Pannels J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Riss Lavizzo-Mourey Elect Stephen L. Mayo Elect Paul S. Robinsan Elect Pariols F. Russo Elect Christine E. Sedman Elect Largical F. Thulin Elect Largical F. Warden Elect Largical F. Warden Elect Rargical F. Warden	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For For For For For For For For	For For For For For For For For For	6698 6698 6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US U	20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK	58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP 58933Y105 CUSIP	11 12	Elect Pamela J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Risa Lavizzo-Mourey Elect Stephen L. Mayo Elect Paul B. Rothman Elect Patricia F. Russo Elect Paul B. Tothman Elect Patricia F. Russo Elect Christine E. Sedman Elect Linge G. Thulin Elect Lathy J. Warden	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For For For For For For For For	For For For For For For For For	6698 6698 6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US U	20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK	58933Y105 CUSIP	11 12 13	Elect Pannels J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Riss Lavizzo-Mourey Elect Stephen L. Mayo Elect Paul S. Robinsan Elect Pariols F. Russo Elect Christine E. Sedman Elect Largical F. Thulin Elect Largical F. Warden Elect Largical F. Warden Elect Rargical F. Warden	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For	For For For For For For For For For	6698 6698 6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US U	20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK	\$8933Y105 CUSIP	11 12 13 14	Elect Pamela J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Risu Jau'szo-Mourey Elect Stephen L. Mayo Elect Paul B. Rothman Elect Patricia F. Russo Elect Paul B. Rothman Elect Patricia F. Russo Elect Christine E. Sedman Elect Linge G. Thulin Elect Linge G. Thulin Elect Linge G. Warden Elect Pater C. Wendell Advisory Vote on Executive Compensation	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For For For For For For For For For For	For For For For For For For For For	6698 6698 6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US U	20230523 Annual 20230523 Annual	20230324 MRK 20230324 MRK	\$8933Y105 CUSIP \$8933Y105 CUSIP	11 12 13 14 15	Elect Pannels J. Craig Elect Robert M. Davis Elect Thomas H. Glocer Elect Risa Lavizzo-Mourey Elect Stephen L. Mayo Elect Paul S. Rothman Elect Paris Elect Fusion Elect Tartical F. Russo Elect Christine E. Sedman Elect rage Carly J. Warden Elect rage Cl. V. Elect Paris Elect Paris C. V. Elect Paris C. V. Elect Elect Paris C. V. Electedel Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For	For	6698 6698 6698 6698 6698 6698 6698 6698
Merck & Co., Inc.	US US	20230523 Annual 20230523 Annua	20230324 MRK 20230324 MRC 20230324 MRC	\$8933Y105 CUSIP	11 12 13 14 15	Elect Pamela J. Craig Elect Robert M. Davis Elect Thomas H. Giocer Elect Risu Jau'szo-Moure Elect Risu Jau'szo-Moure Elect Risu Jau'szo-Moure Elect Paul B. Rothman Elect Parkicia F. Russo Elect Parkicia F. Russo Elect Christine E. Sedman Elect Elege G. Thulin Elect Lathy J. Warden Elect Reter C. Wendell Advisory Voto on Executive Compensation Frequency of Advisory Voto on Executive Compensation	MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGMT	For	For	6698 6698 6698 6698 6698 6698 6698 6698

Merck & Co., Inc. Merck & Co., Inc.	US US	20230523 Annual 20230523 Annual	20230324 MRK 5893 20230324 MRK 5893	933Y105 CUSIP	19 20	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Sharehold Sharehold	Against Against	Against Against	6698 6698
Merck & Co., Inc.	US	20230523 Annual 20230523 Annual	20230324 MRK 5893		21	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Congruency Report of Partnerships with Certain Organizations	Sharehold	Against	Against	6698
merca de co., me.	03	EUESUSES Allinda	20230324 WINK 3033	331103 60311		State Colour Proposal Regarding Congratney Report of Parallel Sings With Certain Organizations	Statetola	Aguitat	Aguillac	0030
										An independent chair is better able to oversee the executives
Merck & Co., Inc.	US	20230523 Annual	20230324 MRK 5893	933Y105 CUSIP	22	Shareholder Proposal Regarding Independent Chair	Sharehold	Against	For	6698 of a company and set a pro-shareholder agenda
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		1	Accounts and Reports	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		2	Ratification of Board and Management Acts	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		3	Allocation of Profits/Dividends	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		4	Cancellation of Shares and Reduction in Share Capital	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		5	Authority to Repurchase Shares	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		6	Amendments to Articles (Virtual General Meetings)	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		7	Amendments to Articles (Miscellaneous)	MGMT MGMT	For	For	6698 6698
Novartis AG Novartis AG	US US	20230307 Annual 20230307 Annual	20230124 NOVN 6698 20230124 NOVN 6698		8	Amendments to Articles (Alignment with Law) Board Compensation	MGMT	For For	For For	6698 6698
Novartis AG Novartis AG	US	20230307 Annual 20230307 Annual	20230124 NOVN 6698 20230124 NOVN 6698		10	Executive Compensation	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		11	Compensation Report	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		12	Elect Jorg Reinhardt as Board Chair	MGMT	For	For	6698
Novartis AG	us	20230307 Annual	20230124 NOVN 6698		13	Elect Nancy C. Andrews	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		14	Elect Ton Buchner	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		15	Elect Patrice Bula	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		16	Elect Elizabeth Doherty	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698	987V109 CUSIP	17	Elect Bridgette P. Heller	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		18	Elect Daniel Hochstrasser	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		19	Elect Frans van Houten	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698	987V109 CUSIP	20	Elect Simon Moroney	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		21	Elect Ana de Pro Gonzalo	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		22	Elect Charles L. Sawyers	MGMT	For	For	6698
Novartis AG	US	20230307 Annual 20230307 Annual	20230124 NOVN 6698 20230124 NOVN 6698		23	Elect William T. Winters	MGMT MGMT	For For	For	6698 6698
Novartis AG Novartis AG	US	20230307 Annual 20230307 Annual	20230124 NOVN 6698		24	Elect John D. Young Elect Patrice Bula as Compensation Committee Member	MGMT	For	For For	6698
Novartis AG Novartis AG	US	20230307 Annual 20230307 Annual	20230124 NOVN 6698 20230124 NOVN 6698		25	Elect Patrice Bula as Compensation Committee Member Elect Bridgette P. Heller as Compensation Committee Member	MGMT	For	For	6698
Novartis AG Novartis AG	US	20230307 Annual	20230124 NOVN 6698		20	Elect Simon Moroney as Compensation Committee Member	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		28	Elect William T. Winters as Compensation Committee Chair	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		29	Appointment of Auditor	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		30	Appointment of Independent Proxy	MGMT	For	For	6698
Novartis AG	US	20230307 Annual	20230124 NOVN 6698		31	Transaction of Other Business	MGMT	N/A	Against	6698 Granting unfettered discretion is unwise
Pfizer Inc.	us	20230427 Annual	20230301 PFE 7170		1	Elect Ronald E. Blaylock	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	2	Elect Albert Bourla	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual	20230301 PFE 7170	7081103 CUSIP	3	Elect Susan Desmond-Hellmann	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	4	Elect Joseph J. Echevarria	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	5	Elect Scott Gottlieb	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	6	Elect Helen H. Hobbs	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	7	Elect Susan Hockfield	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	8	Elect Dan R. Littman	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	9	Elect Shantanu Narayen	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	10	Elect Suzanne Nora Johnson	MGMT	For	For	6698
Pfizer Inc.	US	20230427 Annual		7081103 CUSIP	11	Elect James Quincey	MGMT	For	For	6698
Pfizer Inc.	us	20230427 Annual		7081103 CUSIP	12	Elect James C. Smith	MGMT	For	For	6698
Pfizer Inc. Pfizer Inc.	US US	20230427 Annual 20230427 Annual		7081103 CUSIP	13	Ratification of Auditor Advisory Vote on Executive Compensation	MGMT MGMT	For For	For For	6698 6698
				7081103 CUSIP	14					
Pfizer Inc.	US	20230427 Annual	20230301 PFE 7170	7081103 CUSIP	15	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
			20230301 PFE 7170							
Pfizer Inc.	US	20230427 Annual	20230301 PFE 7170	7081103 CUSIP	15	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698 6698
Pfizer Inc.	US US	20230427 Annual 20230427 Annual	20230301 PFE 7170 20230301 PFE 7170	7081103 CUSIP 7081103 CUSIP	15	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy	MGMT	1 Year Against	1 Year Against	6698 6698 An independent chair is better able to oversee the executives
Pfizer Inc. Pfizer Inc.	US	20230427 Annual	20230301 PFE 7170 20230301 PFE 7170 20230301 PFE 7170	7081103 CUSIP	15 16	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Independent Chair	MGMT Sharehold	1 Year	1 Year Against For	6698 6698
Pfizer Inc. Pfizer Inc. Pfizer Inc.	US US	20230427 Annual 20230427 Annual 20230427 Annual	20230301 PFE 7170 20230301 PFE 7170 20230301 PFE 7170 20230301 PFE 7170	7081103 CUSIP 7081103 CUSIP 7081103 CUSIP	15 16	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy	MGMT Sharehold Sharehold	1 Year Against Against	1 Year Against	6698 6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda
Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc.	us us us	20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual	20230301 PFE 7170 20230301 PFE 7170 20230301 PFE 7170 20230301 PFE 7170 20230301 PFE 7170 20230301 PFE 7170	7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP	15 16 17 18	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intellectual Property	MGMT Sharehold Sharehold Sharehold Sharehold	1 Year Against Against Against	1 Year Against For Against	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698
Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc.	US US US US US	20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual	20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230427 SAN 801C	7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP	15 16 17 18 19	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intellectual Propensive Shareholder Proposal Regarding Intellectual Propensive Shareholder Proposal Regarding Intellectual Propensive Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	MGMT Sharehold Sharehold Sharehold Sharehold	1 Year Against Against Against Against	1 Year Against For Against Against	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698
Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Sanofi Sanofi	US US US US US US US	20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230525 Annual 20230525 Annual	20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230427 SAN 801C 20230427 SAN 801C	7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081105 CUSIP 708105 CUSIP	15 16 17 18 19	Frequency of Advisory Votes on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Restor on Political Expenditures and Values Congruency Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT	1 Year Against Against Against Against Against For For	1 Year Against For Against Against Against For For	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698
Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Pfizer Inc. Sanofi Sanofi Sanofi	US	20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230525 Annual 20230525 Annual 20230525 Annual	20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230301 PFE 717C 20230427 SAN 801C 20230427 SAN 801C 20230427 SAN 801C	7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081105 CUSIP 7081105 CUSIP 7081105 CUSIP	15 16 17 18 19	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intelectual Property Shareholder Proposal Regarding Intelectual Property Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Accounts and Reports, Ion Tax-Oeductable Expenses Consolidated Accounts and Reports Allocation of Profits(Evidendes)	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT	1 Year Against Against Against Against Against For For For	1 Year Against For Against Against Against For For For	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698
Pfizer Inc. Sanofi Sanofi Sanofi Sanofi	US	20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230427 Annual 20230525 Annual 20230525 Annual 20230525 Annual 20230525 Annual	20230301 PFE 717C 20230427 SAN 801C 20230427 SAN 801C 20230427 SAN 801C 20230427 SAN 801C	7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081103 CUSIP 7081105 CUSIP 105N105 CUSIP 105N105 CUSIP 105N105 CUSIP	15 16 17 18 19	Frequency of Advisory Votes on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Restor on Political Expenditures and Values Congruency Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Profits/Dividee	MGMT Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT MGMT	1 Year Against Against Against Against Against For For For For	1 Year Against For Against Against Against For For For	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698 6698 6698
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Pilzer Inc. Sanoti Sano	US U	20230427 Annual 20230525 Annual 20230526 Annual 20230527 Annual 20230529 Annual	20230301 PFE 7127 20230427 SAN 8010 20230419 SIE 826 20230119 SIE 826	7081103 CUSP 70811	15 16 17 18 19 20 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 1 1 2 23 24 1 1 2 3 4 5 6 7 8 9 10 11 11 12 12 13 14 15 16 17 18 19 19 20 10 11 11 12 12 13 14 15 16 17 18 19 19 19 10 10 11 11 11 12 12 13 14 15 16 17 18 19 19 19 10 10 11 11 11 12 12 13 14 14 15 16 17 18 19 19 10 10 11 11 11 11 11 11 11 11 11 11 11	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Entended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Retended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Restor to Political Expenditures and Values Congruency Accounts and Reports, Non Tax-Deductible Expenses Consolidated Accounts and Reports Better Peder Counts Better Bette	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGM	1 Year Against Against Against Against Against Against For	1 Year Against For Against Against Against Against For	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698 6698 6698 669
Pfizer Inc. Sanotl Sano	US U	20230427 Annual 20230525 Annual 20230526 Annual 20230526 Annual 20230527 Annual	20230301 PFE 7127 202303017 SAN 8010 20230427 SA	7081103 CUSP 70811	15 16 17 18 19 20 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 22 24 1 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 17 18 19 19 10 11 11 12 13 14 15 16 17 17 18 19 19 10 11 11 12 13 14 15 16 17 17 18 19 19 10 11 11 12 13 14 15 16 17 18 19 19 10 10 11 11 12 13 14 15 16 17 18 19 19 10 10 11 11 11 12 13	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Intellectual Property Accounts and Reports, Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Frederic Oudea 2022 Remuneration of Serge Weinberg, Chair 2023 Remuneration Policy (Chair) 2023 Remuneration Policy (Chair) 2023 Remuneration Policy (CEC) Appointment of Adultor (PivC) Relocation of Corporate Headquarters Authority to Cancel Shares and Reduce Capital Authority to Cancel Shares and Reduce Capital Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issues Shares and Convertible Debt w/p Preemptive Rights Authority to Issues Shares and Convertible Debt w/p Preemptive Rights Authority to Issues Shares and Convertible Debt w/p Preemptive Rights Authority to Issues Shares and Convertible Debt w/p Preemptive Rights Authority to Issues Shares and Convertible Debt w/p Preemp	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGM	1 Year Against Against Against Against Against Against For	1 Year Against For Against Against Against Against For	6698 An Independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698 6698 6698 669
Pilzer Inc. Sanofil Sa	US	20230427 Annual 20230525 Annual 20230526 Annual 20230527 Annual 20230529 Annual	20230301 PFE 7127 202303017 SAN 8010 20230427 SAN 8010 20230419 SIE 8261 20230119 SIE 8261	7081103 CUSP 70811	15 16 17 18 19 20 1 1 2 3 4 5 6 7 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 24 1 2 3 4 5 6 7 7 8 9 9 10 11 11 12 13 14 15 16 17 18 19 19 20 10 11 11 12 13 14 15 16 17 18 19 19 20 10 11 11 12 13 14 11 12 13 14 14 15 16 16 17 18 19 19 20 10 11 11 12 13 14 14 15 16 16 17 18 19 19 20 10 11 11 12 13 14 14 16 17 18 18 19 19 20 10 11 11 11 11 11 11 11 11 11 11 11 11	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Entended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Restore to Political Expenditures and Values Congruency Accounts and Reports, Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Profits(Dividends Letter Peder Counts and Reports Allocation of Profits(Dividends Letter Peder Counts and Report Peder Counts 2012 Remuneration of Serge Weinberg, Chair 2012 Remuneration of Serge Weinberg, Chair 2012 Remuneration of Serge Weinberg, Chair 2013 Remuneration of Serge Weinberg, Chair 2013 Remuneration Policy (Board Orbertors) 2013 Remuneration Policy (Board Orbertors) 2013 Remuneration Policy (Chair) 2013 Rem	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGM	1 Year Against Against Against Against Against Against Against For	1 Year Against For Against Against Against Against For	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698 6698 6698 669
Pfizer Inc. Sanotl Sano	US U	20230427 Annual 20230525 Annual 20230526 Annual 20230526 Annual 20230527 Annual	20230301 PFE 7127 202303017 SAN 8010 20230427 SA	7081103 CUSP 70811	15 16 17 18 19 20 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 6 7 8 9 10 11 12 13 14 15 16 17 17 18 19 19 10 11 11 12 13 14 15 16 17 18 19 19 10 11 11 12 13 14 15 16 17 18 19 19 10 11 11 12 13 14 15 15 16 17 18 19 19 10 11 11 12 13 14 15 16 17 18 19 19 10 10 11 11 11 11 11 11 11 11 11 11 11	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Intellectual Property Accounts and Reports, Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Frederic Oudea 2022 Remuneration of Serge Weinberg, Chair 2023 Remuneration of Serge Weinberg, Chair 2023 Remuneration of Serge Weinberg, Chair 2023 Shareholder Property 2023 Remuneration Policy (Chair) 2023 Remuneration Policy (Chair) 2023 Remuneration Policy (Chair) 2023 Remuneration Policy (CEC) Appointment of Adultor (PivC) Relocation of Corporate Headquarters Authority to Cancel Shares and Reduce Capital Authority to Cancel Shares and Reduce Capital Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGM	1 Year Against Against Against Against Against Against Against For	1 Year Against For Against Against Against Against For	6698 An Independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698 6698 6698 669
Pfizer Inc. Sanofi	US U	20230427 Annual 20230525 Annual 20230526 Annual 20230526 Annual 20230527 Annual 20230529 Annual	20230301 PFE 7127 202303017 SAN 8010 20230427 SAN 8010 20230419 SIE 8261 20230119 SIE 8261	081103 USP	15 16 17 18 19 20 1 1 2 3 4 5 6 7 7 8 9 10 11 12 13 14 15 6 6 7 7 8 9 10 11 12 12 23 24 1 2 3 4 5 6 6 7 7 8 9 9 10 11 11 12 13 14 15 16 16	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Entended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Restned Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Restned Patents (Consolidated Accounts and Reports) Accounts and Reports; Non Tax-Deductible Expenses (Consolidated Accounts and Reports) Allocation of Profits(Dividends Letter Federic Outlea 1022 Remuneration of Serge Weinberg, Chair 1022 Remuneration of Serge Weinberg, Chair 1023 Remuneration of Serge Weinberg, Chair 1023 Remuneration of Serge Weinberg, Chair 1023 Remuneration Policy (Elozof Directors) 1023	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGM	1 Year Against Against Against Against Against Against Against For	1 Year Against For Against Against Against Against For	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698 6698 6698 669
Pfizer Inc. Sanotl Sano	US U	20230427 Annual 20230525 Annual 20230526 Annual 20230527 Annual	20230301 PFE 7127 2023031 PFE 712	081103 USP 1881103 USP 188110	15 16 17 18 19 20 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 8 9 10 11 12 13 14 15 16 17 18 19 19 10 11 11 12 13 14 15 16 17 18 19 19 10 11 11 12 13 14 15 16 17 18 19 19 10 11 11 12 13 14 15 16 17 18 19 19 10 10 11 11 12 13 14 15 16 17 18 19 19 10 10 11 11 11 12 13 14 15 16 17	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Intellectual Property Accounts and Reports, Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Frederic Oudea 2022 Remuneration of Serge Weinberg, Chair 2023 Remuneration of Serge Weinberg, Chair 2023 Remuneration of Serge Weinberg, Chair 2023 Remuneration of Policy (CEC) Apopointment of Adultor (PwC) Reducation Policy (CEC) Appointment of Adultor (PwC) Reducation of Corporate Headquarters Authority to Cancel Shares and Reduce Capital Authority to Cancel Shares and Reduce Capital Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Debt w/p Preemptive Rights Authority to Issue Shares and Convertible Deb	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGM	1 Year Against Against Against Against Against Against Against For	1 Year Against Against Against Against Against For	6698 An Independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698 6698 6698 669
Pfizer Inc. Sanofi	US U	20230427 Annual 20230525 Annual 20230526 Annual 20230526 Annual 20230527 Annual 20230529 Annual	20230301 PFE 7127 202303017 SAN 8010 20230427 SAN 8010 20230419 SIR 826 20230119 SI	081103 USP	15 16 17 18 19 20 1 1 2 3 4 5 6 7 7 8 9 10 11 12 13 14 15 6 6 7 7 8 9 10 11 12 12 23 24 1 2 3 4 5 6 6 7 7 8 9 9 10 11 11 12 13 14 15 16 16	Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Intellectual Property Shareholder Proposal Regarding Entended Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Restned Patent Exclusivities and Application for Secondary and Tertiary Patents Shareholder Proposal Regarding Restned Patents (Consolidated Accounts and Reports) Accounts and Reports; Non Tax-Deductible Expenses (Consolidated Accounts and Reports) Allocation of Profits(Dividends Letter Federic Outlea 1022 Remuneration of Serge Weinberg, Chair 1022 Remuneration of Serge Weinberg, Chair 1023 Remuneration of Serge Weinberg, Chair 1023 Remuneration of Serge Weinberg, Chair 1023 Remuneration Policy (Elozof Directors) 1023	MGMT Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold Sharehold MGMT MGMT MGMT MGMT MGMT MGMT MGMT MGM	1 Year Against Against Against Against Against Against Against For	1 Year Against For Against Against Against Against For	6698 An independent chair is better able to oversee the executives 6698 of a company and set a pro-shareholder agenda 6698 6698 6698 6698 6698 6698 6698 669

Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	20	Ratify Nemat Shafik	MGMT	For	For	6698
Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	21	Ratify Nathalie von Siemens	MGMT	For	For	6698
Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	22	Ratify Michael Sigmund	MGMT	For	For	6698
Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	23	Ratify Dorothea Simon	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	24	Ratify Grazia Vittadini	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	25	Ratify Matthias Zachert	MGMT	For	For	6698
Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	26	Ratify Gunnar Zukunft	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	27	Appointment of Auditor	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	28	Remuneration Report	MGMT	For	For	6698
Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	29	Elect Werner Brandt	MGMT	For	For	6698
Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	30	Elect Regina E. Dugan	MGMT	For	For	6698
Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	31	Elect Kervn Lee James	MGMT	For	For	6698
Siemens AG	US	20230209 Annual	20230119 SIE 826	5197501 CUSIP	32	Elect Martina Merz	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	33	Elect Benoit Potier	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	34	Elect Nathalie von Siemens	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	35	Elect Matthias Zachert	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	36	Amendments to Articles (Virtual AGM)	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	37	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	MGMT	For	For	6698
Siemens AG	US	20230209 Annual		5197501 CUSIP	38	Amendments to Articles (Share Register)	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual		3667101 CUSIP	1	Elect Mary K. Brainerd	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual		3667101 CUSIP	2	Elect Giovanni Caforio	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual		3667101 CUSIP	3	Elect Srikant M. Datar	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual		3667101 CUSIP	4	Elect Allan C. Golston	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual	20230313 SYK 863	3667101 CUSIP	5	Elect Kevin A. Lobo	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual	20230313 SYK 863	3667101 CUSIP	6	Elect Sherilyn S. McCov	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual	20230313 SYK 863	3667101 CUSIP	7	Elect Andrew K. Silvernail	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual		3667101 CUSIP	8	Elect Lisa M. Skeete Tatum	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual		3667101 CUSIP	9	Elect Ronda E. Stryker	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual		3667101 CUSIP	10	Elect Raisey Suri	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual	20230313 SYK 863	3667101 CUSIP	11	Ratification of Auditor	MGMT	For	For	6698
Stryker Corporation	US	20230510 Annual	20230313 SYK 863	3667101 CUSIP	12	Advisory Vote on Executive Compensation	MGMT	For	Against	6698 Pay and performance disconnect
Stryker Corporation	US	20230510 Annual	20230313 SYK 863	3667101 CUSIP	13	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
										Increased disclosure would allow shareholders to more fully
Stryker Corporation	US	20230510 Annual	20230313 SYK 863	3667101 CUSIP	14	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Sharehold	Against	For	6698 assess risks presented by the Company's political spending
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	1	Elect Marc N. Casper	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	2	Elect Nelson J. Chai	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	3	Elect Ruby R. Chandy	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	4	Elect C. Martin Harris	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	5	Elect Tyler Jacks	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	6	Elect R. Alexandra Keith	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	7	Elect James C. Mullen	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	8	Elect Lars R. Sorensen	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	9	Elect Debora L. Spar	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	10	Elect Scott M. Sperling	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	11	Elect Dion J. Weisler	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	12	Advisory Vote on Executive Compensation	MGMT	For	Against	6698 Pay and performance disconnect
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	13	Frequency of Advisory Vote on Executive Compensation	MGMT	1 Year	1 Year	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	14	Ratification of Auditor	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	15	Amendment to the 2013 Stock Incentive Plan	MGMT	For	For	6698
Thermo Fisher Scientific Inc.	US	20230524 Annual	20230327 TMO 883	3556102 CUSIP	16	Approval of the 2023 Employee Stock Purchase Plan	MGMT	For	For	6698