

Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	2	Elect Roxanne S. Austin	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	3	Elect Mark T. Bertolini	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	4	Elect Melanie L. Healey	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	5	Elect Laxman Narasimhan	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	6	Elect Clarence Otis, Jr.	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	7	Elect Daniel H. Schulman	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	8	Elect Rodney E. Slater	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	9	Elect Gerald B. Tome	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	10	Elect Hans E. Vestberg	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	11	Elect Gregory G. Weaver	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	12	Advisory Vote on Executive Compensation	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	13	Ratification of Auditor	MGMT	For	For	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	14	Shareholder Proposal Regarding Charitable Contributions Disclosure	Sharehold	Against	Against	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	15	Shareholder Proposal Regarding Amendment to Clawback Policy	Sharehold	Against	Against	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	16	Shareholder Proposal Regarding Severance Approval Policy	Sharehold	Against	Against	6699
Verizon Communications Inc.	US	20220512	Annual	20220314	VZ	92343V104	CUSIP	17	Shareholder Proposal Regarding Report on Corporate Operations with China	Sharehold	Against	Against	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	1	Elect Lloyd A. Garney	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	2	Elect Mary B. Cranston	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	3	Elect Francisco Javier Fernandez-Carbajal	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	4	Elect Alfred F. Kelly, Jr.	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	5	Elect Ramon L. Laguarda	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	6	Elect John F. Lundgren	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	7	Elect Robert W. Matschullat	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	8	Elect Denise M. Morrison	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	9	Elect Linda Rendle	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	10	Elect Maynard G. Webb	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	11	Advisory Vote on Executive Compensation	MGMT	For	For	6699
Visa Inc.	US	20220125	Annual	20211126	V	92826C839	CUSIP	12	Ratification of Auditor	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	1	Accounts and Reports	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	2	Elect Olaf Swantee	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	3	Elect Jean-Francois M. L. van Boxmeer	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	4	Elect Nicholas J. Read	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	5	Elect Margherita Della Valle	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	6	Elect Sir Crispin H. Davis	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	7	Elect Michel Demare	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	8	Elect Clara Furse	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	9	Elect Valerie F. Gooding	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	10	Elect Maria Amparo Moraleda Martinez	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	11	Elect Sanjiv Ahuja	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	12	Elect David T. Hish	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	13	Final Dividend	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	14	Remuneration Report (Advisory)	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	15	Appointment of Auditor	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	16	Authority to Set Auditor's Fees	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	17	Authority to Issue Shares w/ Preemptive Rights	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	18	Authority to Issue Shares w/o Preemptive Rights	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	20	Authority to Repurchase Shares	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	21	Adoption of New Articles	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	22	Authorisation of Political Donations	MGMT	For	For	6699
Vodafone Group plc	US	20210727	Annual	20210604	VOO	92857W308	CUSIP	23	Authority to Set General Meeting Notice Period at 14 Days	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	1	Elect Udit Batra	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	2	Elect Linda Baddour	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	3	Elect Edward Conard	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	4	Elect Pearl S. Huang	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	5	Elect Wei Jiang	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	6	Elect Christopher A. Kuebler	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	7	Elect Flemming Orskov	MGMT	For	Against	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	8	Elect Thomas P. Salice	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	9	Ratification of Auditor	MGMT	For	For	6699
Waters Corporation	US	20220524	Annual	20220325	WAT	941848103	CUSIP	10	Advisory Vote on Executive Compensation	MGMT	For	For	6699

Insufficient board level oversight of environmental and social issues