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Analysis: Are Asset Managers Blindly Following ISS on ESG?



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EXECUTIVE SUMMARY

This paper presents findings regarding certain large asset managers who have voted at least 75% of the time in line with “for” recommendations by Institutional Shareholder Services (ISS) on climate-related shareholder proposals. This is a striking finding because this level of support is more than **double** the overall market support of 37% for these proposals and suggests that the asset managers identified in this paper are failing to conduct their own independent analyses into the merits of these proposals and instead are following the lead of ISS or another aligned third party.

Further, the fact that ISS consistently supports climate-related proposals that, on average, received only 37% support (and only 17% of which received majority support) also directly refutes ISS’s claim that its benchmark policy is “centrist” on ESG issues. See CNBC Interview of Lorraine Kelly, ISS global head of investments stewardship at 2:48 (March 11, 2024), <https://www.cnbc.com/video/2024/03/11/theres-less-investor-support-for-esg-proposals-this-year-says-iss-lorraine-kelly.html>. Instead, these statistics show that ISS has adopted an activist policy position as to these types of shareholder proposals. The table below illustrates the key findings of the research.

Voting Manager	Total FOR Votes (out of a possible 192)	How often Asset Managers voted FOR when ISS Recommended FOR
Legal & General Investment Management	181	94.3%
Allianz Global Investors	179	93.2%
Parametric Portfolio Associates, LLC	179	93.2%

ProFund Advisors LLC	179	93.2%
ProShares	179	93.2%
UBS Asset Management	179	93.2%
Mutual of America Capital Management Corporation	176	91.7%
Wilmington Trust Investment Management LLC	169	88.0%
Aviva Investors	167	87.0%
Principal Global Investors LLC	167	87.0%
AQR Capital Management LLC	166	86.5%
Amundi Asset Management	165	85.9%
BMO Global Asset Management	163	84.9%
Gateway Investment Advisers LLC	163	84.9%
abrdn	162	84.4%
Guggenheim Investments	161	83.9%
Manulife Investment Management	161	83.9%
Northern Trust Investments	159	82.8%
Allspring Global Investments	158	82.3%
AXA Investment Managers	157	81.8%
HSBC Global Asset Management	154	80.2%
D.E. Shaw Investment Management	153	79.7%
IndexIQ Advisors LLC	150	78.1%
Thrivent Investment Management, Inc.	148	77.1%
M&G Investments	147	76.6%
TD Asset Management	144	75.0%

Split votes were counted as “against” votes for purposes of this table. This is a conservative assumption that lowers the percentages for the asset managers, even though a “split” vote could consist of all but one of an asset managers’ funds voting “for” a proposal.

METHODOLOGY

Consumers' Research reviewed the overall support of ISS under its benchmark voting policy, not any specialty policy. The current ISS benchmark policy is available here. <https://www.issgovernance.com/file/policy/active/americas/US-Voting-Guidelines.pdf?v=1>.

It also focused on shareholder resolutions selected by Ceres for inclusion in its Climate and Sustainability Shareholder Resolutions Database. <https://engagements.ceres.org/>. The Ceres database is a reasonable sample of environmental proposals to study. Ceres self-identifies as “a nonprofit advocacy organization working to accelerate the transition to a cleaner, more just, and sustainable economy.” <https://www.ceres.org/about>. Ceres also noted its leverage, stating that its investors reached a “[r]ecord number of negotiated agreements” in exchange for resolution withdrawals, including agreements by electric utilities “to set targets for reducing Scope 3 greenhouse gas emissions.” <https://www.ceres.org/news-center/press-releases/record-number-negotiated-agreements-between-investors-and-companies-2022>. Ceres is also one of the founding networks of Climate Action 100+, which was a prominent activist organization in the period for the votes examined. <https://www.climateaction100.org/about/>. Ceres's database has existed since at least May 2018, and it contains flagged votes going back to 2009. <https://web.archive.org/web/20180521025602/https://engagements.ceres.org/>. It, therefore, is a reasonable sample of proposals for public companies that environmental activists support.

STEPS TO OBTAIN CERES-FLAGGED VOTES WHERE ISS RECOMMENDED “FOR” FOR 2020-2023

This review focused on four proxy seasons: 2020-2023. This time period was selected to provide a sufficiently large sample size, and BlackRock joined CA100+ in January 2020, showing Ceres and its aligned activists had gained substantial leverage on climate-change issues starting around this time. See

<https://corpgov.law.harvard.edu/2021/11/29/recent-shareholder-activism-trends/#:~:text=Activists%20launched%20multiple%20ESG%2Dthemed%20campaigns%20in%202020%20and%20early%202021%2C%20with%20environmental%20issues%20standing%20front%20and%20center>.

The first step was to narrow the Ceres database to shareholder proposals, reflected in the “Resolution” Type in the database. The second step was to narrow down the proposals for each year to those where a shareholder vote occurred, which is shown by a status of “vote” on the database, as opposed to other statuses such as “withdrawn: commitment” or “omitted.” This resulted in 362 proposals for which ISS could potentially recommend a “for” vote (as shown in the third column of the table below).

It should be noted that a larger number of resolutions were flagged in 2023 and 2022 than in 2021 and 2020. This may reflect the Ceres database taking a broader view of which proposals to flag in more recent years. ISS's percentage support over the years remains relatively constant, with only a recent drop shown in 2023.

To determine if ISS recommended “for” an environmental proposal, Consumers' Research used synthetically generated assessments from the Insightia platform (aka Diligent Market Intelligence) of whether ISS recommended voting in favor of a proposal under its benchmark policy. This is the same data used by the Committee to Unleash Prosperity in a 2023 report entitled *Politics over Pensions*, at p. 9. https://committee-tounleashprosperity.com/wp-content/uploads/2023/05/PensionPolitics_Report-1.pdf

Using this synthetic data, the ISS benchmark policy recommended “for” votes for **approximately 56.4%** (204/362) of such proposals over this period.

Year	Number of Resolutions in Database with Status "Vote"	Number (and Percentage) of Resolutions in Database with Status "Vote" that ISS recommended "For"
2020	56	37 (66.1%)
2021	53	37 (69.8%)
2022	105	63 (60.0%)
2023	148	67 (45.3%)
TOTAL	362	204 (56.4%)

ISS's 56.4% support contrasts with findings from a recent study of "environmental, social, and related sustainable governance" proposals. <https://corpgov.law.harvard.edu/2024/04/24/environmental-social-policy-issues-in-the-2024-u-s-proxy-season/> That study found that overall market support for all such proposals (not just those flagged by Ceres) peaked at 33.3% in 2021 and was down to 21.5% in 2023. While the Ceres-flagged proposals may be selected for inclusion in Ceres's database on the grounds that they are more meritorious than the average ESG proposal, ISS's 56.4% overall support for such proposals is still a significantly higher rate of support than the market average even in 2021, the highest year for such support.

In sum, ISS's benchmark policy appears to have supported Ceres-flagged climate-change-related proposals at a relatively high rate of 56.6% compared to overall market support for ESG proposals of 21.5-33.3%. It should be noted that this is not a straight apples-to-apples comparison.

FURTHER STEP TO OBTAIN VOTES WHERE ISS RECOMMENDED "FOR" OVER MANAGEMENT'S OPPOSITION IN 2020-2023

To narrow the proposals to those that ISS recommended "for" and that were opposed by the target company's management, the proxy statements for the 204 votes identified in the previous table were individually reviewed for management's position on the proposal. This removed 12 of the 204 total

proposals (5.9%), leaving 192. The 12 that were removed were either supported by management or management took no position on the proposal. Removing these 12 provides a better baseline for comparing asset manager support for such proposals to overall market support, when company management opposes the proposal.

Year	Number of Resolutions in Database with Status "Vote" that ISS Recommended "For" (from previous table)	Number of Resolutions in Database with Status "Vote" that ISS Recommended "For" And Company Management Opposed	Proposals Removed due to lack of opposition from Company Management
2020	37	37	None
2021	37	34	Bunge #5 Adopt supply chain deforestation policy; Canadian Pacific Railway p. 107 Say on Climate; and General Electric #7 Report on progress on CA100+ Benchmark Indicators.
2022	63	56	Boeing #8 Report progress on CA100+ Benchmark Indicators; Builders FirstSource #4 Accept GHG reduction targets; Caterpillar #4 Report on GHG emissions targets; Chevron #7 Report on methane measurement; Dominion Energy #7 Report on stranded carbon asset risks; Sysco #6 Report on plastic pollution; and US Foods Holding #4 Adopt GHG reduction targets.
2023	67	65	Cenovus p. 14 Energy report on lobbying; and NY Community Bancorp #9 Report on lobbying in line with Paris Agreement.
TOTAL	204	192	12

CALCULATION OF OVERALL MARKET SUPPORT FOR THE 192 ISS “FOR” PROPOSALS

This section lists the 192 proposals and shows the overall market support for such proposals. **Importantly, the average market support for the 192 proposals was only 37.2%. In addition, only 17.2% (33/192) received majority support, further suggesting that ISS’s benchmark recommendations in this area are not reflective of the view of the market but rather are reflective of activist goals to push companies and the market toward supporting net zero.**

Year	Company	Proposal Description	Proposal #	% Votes For
2020	Amazon	Report on food waste management	5	32.1
2020	Amazon	Report on lobbying	16	30.1
2020	Bloomin’ Brands	Report on supply chain deforestation impacts	6	26.5
2020	Boeing	Report on lobbying	5	32.5
2020	Caterpillar	Report on lobbying	4	33.5
2020	Chevron	Report on corporate climate lobbying in line with Paris Agreement	6	53.5
2020	Chevron	Report on environmental health impacts and management	7	46.0
2020	Delta	Report on corporate climate lobbying in line with Paris Agreement	5	45.9
2020	Dollar Tree	Report on business strategy alignment with constraints posed by climate change	4	73.5
2020	Dominion Energy	Separate chair/CEO	4	46.6
2020	Duke Energy	Separate chair/CEO	4	40.1
2020	Duke Energy	Report on lobbying	7	42.4
2020	Enphase Energy	Publish sustainability report	4	52.3

2020	Equinor	Report on 2-degree analysis and strategy	9	3.1
2020	Exxon	Report on lobbying	9	37.5
2020	FedEx	Report on lobbying	4	28.8
2020	Ford	Report on lobbying	5	20.2
2020	General Motors	Report on lobbying	9	33.1
2020	Honeywell	Report on lobbying	5	46.2
2020	JB Hunt Transport	Report on 2-degree analysis and strategy	5	54.5
2020	JPMorgan	Separate chair/CEO	4	41.9
2020	JPMorgan	Report on GHG emissions and finance	6	49.6
2020	Kroger	Report on packaging	4	38.4
2020	O’Reilly Automotive	Report on material human capital risks and opportunities	6	66.0
2020	Ovintiv	Report on 2-degree analysis and strategy	4	56.4
2020	Phillips 66	Report on Environmental Health Impacts and Management	4	54.7
2020	Pilgrim’s Pride	Report on water impacts and policy	5	15.2
2020	Procter & Gamble	Report on supply chain deforestation impacts	5	67.7
2020	Southern Company	Report on lobbying	5	28.2
2020	TransDigm Group	Adopt GHG reduction targets	4	45.1
2020	United Airlines	Report on corporate climate lobbying in line with Paris Agreement	6	31.5
2020	UPS	Report on lobbying	4	23.5
2020	UPS	Report on 2-degree analysis and strategy	6	29.6
2020	Walmart	Adopt a policy on single use plastics	5	17.0
2020	Walt Disney	Report on lobbying	p. 71	33.7
2020	XPO Logistics	Link executive pay to sustainability metrics	5	20.7

2020	Yum Brands	Report on supply chain deforestation impacts	4	33.3
2021	Amazon	Report on plastic pollution	8	35.5
2021	AutoZone	Report on GHG targets and transition plan	4	70.4
2021	Berkshire	Report on physical and transition risks and opportunities	2	28.3
2021	Bloomin' Brands	Adopt GHG reduction targets	6	76.2
2021	Boeing	Report on lobbying	4	37.1
2021	Booking Holdings	Report on climate transition plan	7	56.4
2021	Booking Holdings	Say on climate	8	37.5
2021	Caterpillar	Report progress on CA100+ Benchmark indicators	4	48.0
2021	Charter	Say on climate	6	39.0
2021	Chevron	Adopt Scope 3 GHG Targets	4	60.7
2021	Chevron	Report on climate change financial risks	5	47.8
2021	Chevron	Report on lobbying	7	47.9
2021	ConocoPhillips	Adopt scope 1-3 GHG targets	5	59.3
2021	Delta	Report on lobbying in line with Paris Agreement	5	63.0
2021	Dominion Energy	Separate chair/CEO	5	43.2
2021	Duke Energy	Separate chair/CEO	5	35.1
2021	DuPont	Report on plastic pollution	7	81.2
2021	Exxon	Report on climate change financial risks	6	48.9
2021	Exxon	Report on lobbying	9	55.6
2021	Exxon	Report on lobbying in line with Paris Agreement	10	63.8
2021	FedEx	Report on lobbying	6	62.4
2021	Imperial Oil	Adopt net-zero GHG reduction targets	p. 99	14.0

2021	Kroger	Report on plastic pollution	4	45.6
2021	Norfolk Southern	Report on lobbying in line with Paris Agreement	5	76.4
2021	Phillips 66	Adopt GHG reduction targets	5	80.3
2021	Phillips 66	Report on lobbying in line with Paris Agreement	6	62.5
2021	Pilgrim's Pride	Report on supply chain water risks	6	11.0
2021	Pilgrim's Pride	Report on executive pay links to ESG metrics	7	5.1
2021	Sempra Energy	Report on corporate climate lobbying in line with Paris Agreement	5	37.5
2021	United Airlines	Report on lobbying in line with Paris Agreement	8	65.4
2021	UPS	Report on lobbying	5	25.8
2021	UPS	Adopt GHG reduction targets	7	36.7
2021	Walt Disney	Report on lobbying	p. 71	33.0
2021	Worthington	Report progress on CA100+ Benchmark indicators	4	40.9
2022	AbbVie	Report on lobbying in line with company values/policy	8	39.5
2022	Alphabet	Report on lobbying	5	19.0
2022	Alphabet	Report on lobbying in line with Paris Agreement	6	19.0
2022	Alphabet	Report on physical and transition risks and opportunities	7	17.8
2022	Alphabet	Report on water use risks	8	22.6
2022	Amazon	Report on plastic pollution	8	48.9
2022	Amazon	Report on lobbying	14	47.3

2022	AMERCO	Adopt GHG reduction targets	4	18.9
2022	American Airlines	Report on lobbying	7	22.0
2022	AT&T	Report on political spending in line with company values/policy	6	44.1
2022	Berkshire	Report on physical and transition risks and opportunities	3	26.6
2022	Berkshire	Report on GHG emissions and finance	4	26.5
2022	Boeing	Report on lobbying	5	40.5
2022	Caterpillar	Report on lobbying	5	44.6
2022	Charter	Report on climate transition plan in line with CA100+ Benchmark	6	37.5
2022	Chevron	Adopt GHG reduction targets	5	32.6
2022	Chevron	Report on climate change financial risks	6	38.7
2022	Chubb	Report on GHG emissions and finance	14	72.2
2022	Citi	Report on indigenous peoples policy	7	34.0
2022	ConocoPhillips	Adopt GHG reduction targets	7	41.7
2022	Costco	Adopt GHG reduction targets	5	69.9
2022	Delta	Report on lobbying	4	27.6
2022	Dollar Tree	Report on GHG emissions targets	5	54.8
2022	DTE Energy	Adopt GHG reduction targets	5	28.1
2022	Exxon	Adopt GHG reduction targets	6	27.1
2022	Exxon	Report on climate change financial risks	8	51.0
2022	Exxon	Report on plastic pollution	9	36.5
2022	Exxon	Report on indirect political spending	10	26.7
2022	General Mills	Report on packaging	6	56.5

2022	Home Depot	Report on supply chain deforestation impacts	9	64.7
2022	Honeywell	Report on lobbying in line with Paris Agreement	5	39.5
2022	Jack in the Box	Report on packaging	6	95.4
2022	KLA-Tencor	Report on GHG emissions targets	4	25.5
2022	Kroger	Report on plastic pollution	5	38.4
2022	Kroger	Report on plans to reduce refrigerants' contribution to climate change	7	35.4
2022	McDonald's	Report on plastic pollution	5	41.9
2022	Meta	Report on lobbying	13	20.6
2022	Monster	Report on climate-related transition plan	4	44.2
2022	Occidental Petroleum	Adopt GHG reduction targets	4	16.6
2022	Phillips 66	Adopt GHG reduction targets	5	36.2
2022	Phillips 66	Report on plastic pollution	6	50.4
2022	Republic Services	Report on environmental health impacts and management	5	35.6
2022	Skechers	Report on GHG emissions targets	2	25.0
2022	Tesla	Report on lobbying in line with company values/policy	10	34.6
2022	Tesla	Report on Water Impacts and Policy	13	35.4
2022	Travelers	Report on Lobbying	4	52.7
2022	Travelers	Report on GHG Emissions and Finance	5	55.8
2022	Tyson Foods	Report on Packaging	3	13.7
2022	United Airlines	Report on lobbying	4	36.8
2022	UPS	Report on lobbying	4	29.6

2022	UPS	Report on lobbying in line with Paris Agreement	5	33.2
2022	UPS	Adopt GHG reduction targets	7	28.0
2022	Valero Energy	Adopt GHG reduction targets	4	47.1
2022	Walt Disney	Report on Lobbying	p. 75	34.3
2022	Wells Fargo	Report on indigenous peoples policy	8	25.9
2022	XPO Logistics	Report on lobbying	5	42.2
2023	Alphabet	Lobbying report	6	17.9
2023	Alphabet	Climate lobbying	8	14.2
2023	Amazon	Climate transition report	10	27.9
2023	Amazon	Climate lobbying	12	23.9
2023	Amazon	Report on plastic	22	32.3
2023	Bank of America	Report on climate plan	9	28.5
2023	Berkshire	Report on GHG Emission	6	22.8
2023	Berkshire	Report on climate risk	4	26.8
2023	Berkshire	Board oversight of climate	5	18.0
2023	Bloomin' Brands	GHG targets	7	42.9
2023	Boeing	Report on lobbying	7	37.3
2023	Boeing	Report on lobbying in line with Paris Agreement	8	36.9
2023	California Water Service Group	Adopt GHG targets	6	32.8
2023	Caterpillar	Report on lobbying in line with Paris Agreement	6	28.4
2023	Caterpillar	Report on lobbying	7	29.2
2023	Chubb	Adopt underwriting policy in line with IEA net zero	14	28.9
2023	Citi	Report on indigenous peoples policy	8	31.5
2023	CNX	Resources report on lobbying	5	23.8

2023	Constellation Brands	Report on climate plan	5	31.2
2023	Constellation Brands	Report on packaging	6	25.3
2023	Coterra Energy	Report on methane measurement	6	74.4
2023	Coterra Energy	Report on lobbying	7	36.8
2023	Darden Restaurants	Adopt GHG targets	5	23.5
2023	Dow Chemical	Report on plastic pollution	5	30.2
2023	DTE Energy	Report on lobbying	7	29.7
2023	Exxon	Report on methane measurement	8	36.4
2023	Exxon	Report on plastic pollution	13	25.3
2023	FedEx	Report on climate transition plan	6	30.2
2023	Glencore Plc	Proposal regarding climate transition plan	19	29.2
2023	Goldman Sachs	Report on lobbying	5	35.6
2023	Goldman Sachs	Report on climate transition plan	11	29.9
2023	Hewlett Packard	Report on lobbying	5	25.6
2023	IBM	Report on lobbying	6	48.1
2023	JPMorgan	Report on climate transition plan	9	35.4
2023	Kroger	Report on packaging	7	31.8
2023	L3Harris Technologies	Report on lobbying	5	37.9
2023	Leidos Holdings	Report on political expenditures	5	40.6
2023	Lockheed Martin	Report on climate transition plan	7	35.4
2023	Martin Marietta Materials	Adopt GHG targets and transition plan	5	32.8
2023	Mastercard	Report on lobbying	8	28.3
2023	Meta	Report on lobbying	6	14.6
2023	Meta	Lobbying activity alignment with net-zero commitment	8	9.8

2023	NewMarket Corp	Adopt Scope 1-3 GHG targets	6	31.9
2023	NextEra Energy	Report on board diversity and skills	5	48.9
2023	PACCAR	Report on lobbying in line with the Paris Agreement	6	47.4
2023	Pilgrim's Pride Corporation	Adopt supply chain deforestation plan	7	4.7
2023	Public Storage	Adopt Scope 1-3 GHG emissions	5	34.7
2023	Quest Diagnostics	Vote to adopt GHG targets	6	48.0
2023	Raytheon Technologies	Report on climate transition plan	8	37.8
2023	Restaurant Brands International	Report on plastics	8	36.5
2023	Skechers	Report on climate transition plan	6	12.6
2023	Southern Company	Adopt Scope 3 GHG targets	7	19.8
2023	Targa Resources	Goals for flaring reductions	5	41.1
2023	Texas Roadhouse	GHG targets	5	40.4
2023	The Mosaic Company	Report on climate plan	7	29.8
2023	TotalEnergies	Scope 3 GHG targets	18	30.4
2023	UPS	GHG targets	6	20.4
2023	UPS	Report on integrating GHG targets	7	18.0
2023	UPS	Report on climate transition plan	8	24.0
2023	Valero	Report on GHG targets	5	33.1
2023	Wells Fargo	Report on climate lobbying	7	32.3
2023	Wells Fargo	Report on climate plan	8	31.1
2023	Westlake	GHG targets	7	11.6
2023	Westlake	Report on plastic pollution	8	9.5
2023	Yum Brands	Policy on plastics	5	36.9

ASSET MANAGER SUPPORT FOR 192 ISS “FOR” PROPOSALS

Finally, Consumers’ Research identified 26 large asset managers that appear to vote with ISS’s “for” recommendations on these 192 Ceres-flagged, management-opposed proposals at least 75% of the time and, in some cases, much more often than 75%. This is at least twice as high as the overall market support of 37.2%. This asset manager vote data underlying this analysis was similarly obtained from the Insightia platform (aka Diligent Market Intelligence), but it is also publicly obtainable.

The data table showing the ISS-aligned voting by these asset managers for the 192 proposals is available in Appendix A.

APPENDIX A: DATA

Voting Manager	TOTALFOR VOTES	How often Asset Managers voted FOR when ISS Recommended FOR	2023 Votes FOR ISS Recommendation	2022 Votes FOR ISS Recommendation	2021 Votes FOR ISS Recommendation	2020 Votes FOR ISS Recommendation
ISS Recommendations FOR	192		65	56	34	37
Legal & General Investment Management	181	94.3%	64	55	28	34
Allianz Global Investors	179	93.2%	61	53	30	35
Parametric Portfolio Associates, LLC	179	93.2%	58	55	32	34
ProFund Advisors LLC	179	93.2%	58	55	31	35
ProShares	179	93.2%	58	55	31	35
UBS Asset Management	179	93.2%	62	50	33	34
Mutual of America Capital Management Corporation	176	91.7%	58	54	31	33
Wilmington Trust Investment Management LLC	169	88.0%	56	53	28	32
Aviva Investors	167	87.0%	51	52	30	34
Principal Global Investors LLC	167	87.0%	52	54	31	30
AQR Capital Management LLC	166	86.5%	57	52	27	30
Amundi Asset Management	165	85.9%	57	53	22	33
BMO Global Asset Management	163	84.9%	58	38	33	34
Gateway Investment Advisers LLC	163	84.9%	51	53	28	31
abrdn	162	84.4%	55	50	26	31
Guggenheim Investments	161	83.9%	59	55	31	16
Manulife Investment Management	161	83.9%	48	48	32	33
Northern Trust Investments	159	82.8%	52	55	23	29
Allspring Global Investments	158	82.3%	51	44	30	33
AXA Investment Managers	157	81.8%	45	49	28	35
HSBC Global Asset Management	154	80.2%	34	53	33	34
D.E. Shaw Investment Management	153	79.7%	53	45	25	30
IndexIQ Advisors LLC	150	78.1%	54	51	25	20
Thrivent Investment Management, Inc.	148	77.1%	57	56	31	4
M&G Investments	147	76.6%	49	45	27	26
TD Asset Management	144	75.0%	48	37	27	32

APPENDIX A: DATA 2023 VOTES

Blue background indicates that the resolution did not pass

Red background indicates that the resolution passed

Total Resolutions: 65

Voting Manager	Total Split Votes	Total Votes For	Alphabet Lobbying Report	Alphabet Climate Lobbying	Amazon Climate Lobbying	Amazon Report on Plastic	Amazon Climate Transition Report
			#6	#8	#12	#22	#10
ISS Recommendations (1 = FOR; 0 = AGAINST)		65	1	1	1	1	1
abrdn	0	55	1	1	1	1	1
Allianz Global Investors	0	61	1	1	1	1	1
Allspring Global Investments	0	51	1	1	1	1	1
Amundi Asset Management	0	57	1	1	1	1	1
AQR Capital Management LLC	1	57	1	1	1	1	1
Aviva Investors	0	51	1	1	1	1	1
AXA Investment Managers	0	45	1	1	1	1	1
BMO Global Asset Management	0	58	1	1	1	1	1
D.E. Shaw Investment Management	0	53	1	1	1	1	1
Gateway Investment Advisers LLC	0	51	1	1	1	1	1
Guggenheim Investments	0	59	1	1	1	1	1
HSBC Global Asset Management	0	34	1	1	1	1	1
IndexIQ Advisors LLC	1	54	1	1	1	1	Split
Legal & General Investment Management	0	64	1	1	1	1	1
M&G Investments	0	49	1	1	1	1	1
Manulife Investment Management	11	48	Split	Split	Split	Split	Split
Mutual of America Capital Management Corporation	0	58	1	1	1	1	1
Northern Trust Investments	0	52	1	1	1	1	1
Parametric Portfolio Associates, LLC	0	58	1	1	1	1	1
Principal Global Investors LLC	5	52	1	1	Split	Split	Split
ProFund Advisors LLC	0	58	1	1	1	1	1
ProShares	0	58	1	1	1	1	1
TD Asset Management	8	48	1	1	Split	Split	Split
Thrivent Investment Management, Inc.	1	57	1	1	1	1	1
UBS Asset Management	0	62	1	1	1	1	1
Wilmington Trust Investment Management LLC	0	56	1	1	1	1	1

APPENDIX A: DATA 2023 VOTES

Blue background indicates that the resolution did not pass

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Voting Manager	BoA Report on Climate Plan	Berkshire Report on Climate Risk	Berkshire Report on GHG Emission	Bloomin Brands GHG Targets	Boeing Report on Lobbying	Boeing Report on lobbying in line with Paris Agreement	California WSG Adopt GHG targets
Proposal Number	#9	#4	#6	#7	#7	#8	#6
ISS Recommendations (1 = FOR; 0 = AGAINST)		1	1	1	1	1	1
abrdn		1	1	1		1	1
Allianz Global Investors		1	1	1	1	1	1
Allspring Global Investments		1	1	1	1	1	1
Amundi Asset Management		1	1	1	1	1	1
AQR Capital Management LLC		1	1	1	1		1
Aviva Investors		1	1	1		1	
AXA Investment Managers		1	1	1	1	1	1
BMO Global Asset Management		1	1	1	1	1	1
D.E. Shaw Investment Management		1	1	1	1		
Gateway Investment Advisers LLC		1	1	1		1	1
Guggenheim Investments		1	1	1	1	1	1
HSBC Global Asset Management		1	1	1	1	1	
IndexIQ Advisors LLC		1	1	1		1	1
Legal & General Investment Management		1	1	1	1	1	1
M&G Investments		1	1	1	1	1	1
Manulife Investment Management		1	1	1	1	1	1
Mutual of America Capital Management Corporation		1	1	1	1	1	1
Northern Trust Investments		1	1	1	1	1	1
Parametric Portfolio Associates, LLC		1	1	1	1	1	1
Principal Global Investors LLC		1	1	1	1	1	1
ProFund Advisors LLC		1	1	1	1	1	1
ProShares		1	1	1	1	1	1
TD Asset Management	Split		1	1		1	
Thrivent Investment Management, Inc.		1	1	1	1	1	1
UBS Asset Management		1	1	1	1	1	1
Wilmington Trust Investment Management LLC		1	1	1		1	1

APPENDIX A: DATA 2023 VOTES

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Voting Manager	Caterpillar Report on lobbying	Caterpillar Report on lobbying in line with Paris Agreement	Chubb Adopt underwriting policy in line with IEA net zero	Citi Report on indigenous peoples policy	CNX Resources Report on lobbying
Proposal Number	#7	#6	#14	#8	#5
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	Split	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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	Constellation Brands Report on climate plan	Constellation Brands Report on packaging	Coterra Energy Report on methane measurement	Coterra Energy Report on lobbying	Darden Restaurants Adopt GHG targets
Voting Manager	#5	#6	#6	#7	#5
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrnh	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments				1	1
Amundi Asset Management	1	1	1	1	
AQR Capital Management LLC				1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers				1	1
BMO Global Asset Management				1	1
D.E. Shaw Investment Management					1
Gateway Investment Advisers LLC				1	1
Guggenheim Investments				1	1
HSBC Global Asset Management				1	1
IndexIQ Advisors LLC				1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments				1	1
Manulife Investment Management				1	1
Mutual of America Capital Management Corporation				1	1
Northern Trust Investments				1	1
Parametric Portfolio Associates, LLC				1	1
Principal Global Investors LLC				1	1
ProFund Advisors LLC				1	1
ProShares				1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.				1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC				1	1

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	Dow Chemical Report on plastic pollution	DTE Energy Report on lobbying	Exxon Report on methane measurement	Exxon Report on plastic pollution	Goldman Sachs Report on lobbying
Voting Manager	#5	#7	#8	#13	#5
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrhn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1			1
Amundi Asset Management			1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1		1	1	1
BMO Global Asset Management	1	1			1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1		Split
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments		1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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	Goldman Sachs Report on Climate Transition Plan	Hewlett Packard Report on Lobbying	IBM Report on Lobbying	JPMorgan Report on Climate Transition Plan	Kroger Report on Packaging
Voting Manager	#11	#5	#6	#9	#7
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrhn	1			1	1
Allianz Global Investors	1	1		1	1
Allspring Global Investments	1			1	1
Amundi Asset Management	1			1	1
AQR Capital Management LLC	1 Split			1	1
Aviva Investors	1	1		1	1
AXA Investment Managers	1	1		1	1
BMO Global Asset Management	1	1		1	1
D.E. Shaw Investment Management	1			1	1
Gateway Investment Advisers LLC	1			1	1
Guggenheim Investments	1			1	1
HSBC Global Asset Management	1	1		1	
IndexIQ Advisors LLC	1	1		1	1
Legal & General Investment Management	1	1		1	1
M&G Investments	1			1	1
Manulife Investment Management	Split	1		1	1
Mutual of America Capital Management Corporation	1			1	1
Northern Trust Investments	1	1		1	1
Parametric Portfolio Associates, LLC	1	1		1	1
Principal Global Investors LLC	1			1	1
ProFund Advisors LLC	1			1	1
ProShares	1			1	1
TD Asset Management	1	1		1 Split	1
Thrivent Investment Management, Inc.	1			1	1
UBS Asset Management	1			1	1
Wilmington Trust Investment Management LLC	1			1	1

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Voting Manager

Proposal Number

ISS Recommendations (1 = FOR; 0 = AGAINST)

	L3Harris Technologies Report on Lobbying	Leidos Holdings Report on Political Expenditures	Lockheed Martin Report on Climate Transition Plan	Martin Marietta Materials Adopt GHG Targets and Transition Plan	Mastercard Report on Lobbying	Meta Report on Lobbying
	#5	#5	#7	#5	#8	#6
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1	1
abrhn	1	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1	1
Aviva Investors		1			1	1
AXA Investment Managers		1				1
BMO Global Asset Management	1	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1	1
HSBC Global Asset Management	1	1				
IndexIQ Advisors LLC	1	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1	1
M&G Investments		1			1	1
Manulife Investment Management	1	1			1 Split	Split
Mutual of America Capital Management Corporation	1	1	1	1	1	1
Northern Trust Investments	1	1	1			1
Parametric Portfolio Associates, LLC	1	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1 Split	1	1
ProFund Advisors LLC	1	1	1	1	1	1
ProShares	1	1	1	1	1	1
TD Asset Management	1	1	1	1	1 Split	Split
Thrivent Investment Management, Inc.	1	1	1	1	1	1
UBS Asset Management	1	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1	1

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	Meta Lobbying Activity Alignment with Net-Zero Commitment	NewMarket Corp Adopt Scope 1-3 GHG Targets	NextEra Energy Report on Board Diversity and Skills	PACCAR Report on Lobbying in Line with the Paris Agreement	Pilgrim's Pride Corporation Adopt Supply Chain Deforestation Plan	Skechers Report on Climate Transition Plan
Voting Manager	#8	#6	#5	#6	#7	#6
Proposal Number						
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1	1
abrhn	1			1	1	
Allianz Global Investors	1	1	1	1	1	
Allspring Global Investments	1	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1	
AQR Capital Management LLC	1	1	1	1	1	1
Aviva Investors	1			1	1	
AXA Investment Managers	1			1	1	
BMO Global Asset Management	1	1	1	1	1	1
D.E. Shaw Investment Management	1			1	1	1
Gateway Investment Advisers LLC	1			1	1	1
Guggenheim Investments	1	1	1	1	1	1
HSBC Global Asset Management			1		1	1
IndexIQ Advisors LLC	1			1	1	1
Legal & General Investment Management	1	1	1	1	1	1
M&G Investments	1			1	1	
Manulife Investment Management	Split		1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1	1
ProShares	1	1	1	1	1	1
TD Asset Management	Split		1	1	1	
Thrivent Investment Management, Inc.	1	1	1	1	1	1
UBS Asset Management	1	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1	1

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	Southern Company Adopt Scope 3 GHG Targets	Targa Resources Goals for Flaring Reductions	Texas Roadhouse GHG Targets	The Mosaic Company Report on Climate Plan	TotalEnergies Scope 3 GHG Targets	UPS Report on Integrating GHG Targets	UPS GHG Targets
Voting Manager	#7	#5	#5	#7	#A	#7	#6
Proposal Number							
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1	1	1
abrhn	1	1	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1	1	1
Aviva Investors	1	1	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1	1	1
M&G Investments	1	1	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1	1	1
Principal Global Investors LLC	1	1	Split	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1	1	1
ProShares	1	1	1	1	1	1	1
TD Asset Management	1	1	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1	1	1
UBS Asset Management	1	1	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1	1	1

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	UPS Report on Climate Transition Plan	Valero Report on GHG Targets	Wells Fargo Report on Climate Lobbying	Wells Fargo Report on Climate Plan	Westlake Report on Plastic Pollution	Westlake GHG Targets	Yum Brands Policy on Plastics
Voting Manager	#8	#5	#7	#8	#8	#7	#5
Proposal Number							
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1	1	1
abrdn	1	1	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1	1	1
Aviva Investors			1	1	1	1	1
AXA Investment Managers	1	1	1	1	1		1
BMO Global Asset Management	1		1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1		1
Guggenheim Investments	1	1	1	1	1	1	1
HSBC Global Asset Management			1	1			
IndexIQ Advisors LLC	1	1	1	1	1		1
Legal & General Investment Management	1	1	1	1	1	1	1
M&G Investments	1	1	1	1	1	1	1
Manulife Investment Management	1		1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1		1
Principal Global Investors LLC	1	1	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1	1	1
ProShares	1	1	1	1	1	1	1
TD Asset Management	1	1	1	1	1	1	1
Thrivent Investment Management, Inc.	1		1	1	1	1	1
UBS Asset Management	1	1	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1	1	1

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Total Resolutions: 56

Voting Manager	Proposal Number	Total Split Votes	Total Votes For	AbbVie Report on lobbying in line with company values/policy	Alphabet Report on water use risks	Alphabet Report on lobbying in line with Paris Agreement
				No Number (p.77)	#8	#6
ISS Recommendations (1 = FOR; 0 = AGAINST)			56			
abrdn		1	50	1	1	1
Allianz Global Investors		0	53	1	1	1
Allspring Global Investments		9	44	Split		1
Amundi Asset Management		1	53	1	1	1
AQR Capital Management LLC		1	52	1	1	1
Aviva Investors		0	52	1	1	1
AXA Investment Managers		0	49	1	1	1
BMO Global Asset Management		9	38	Split		1
D.E. Shaw Investment Management		0	45	1	1	1
Gateway Investment Advisers LLC		0	53	1	1	1
Guggenheim Investments		1	55	1	1	1
HSBC Global Asset Management		0	53	1	1	1
IndexIQ Advisors LLC		0	51	1	1	1
Legal & General Investment Management		0	55	1	1	1
M&G Investments		0	45	1	1	1
Manulife Investment Management		5	48	1	1	1
Mutual of America Capital Management Corporation		0	54	1	1	1
Northern Trust Investments		0	55	1	1	1
Parametric Portfolio Associates, LLC		0	55	1	1	1
Principal Global Investors LLC		0	54	1	1	1
ProFund Advisors LLC		0	55	1	1	1
ProShares		0	55	1	1	1
TD Asset Management		0	37	1	1	1
Thrivent Investment Management, Inc.		0	56	1	1	1
UBS Asset Management		0	50	1	1	1
Wilmington Trust Investment Management LLC		0	53	1	1	1

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Voting Manager	Alphabet Report on lobbying	Alphabet Report on physical and transition risks and opportunities	Amazon Report on plastic pollution	Amazon Report on lobbying	AMERCO Adopt GHG reduction targets
Proposal Number	#5	#7	#8	#14	#4
ISS Recommendations (1 = FOR; 0 = AGAINST)		1	1	1	1
abrdn			1	1	1
Allianz Global Investors			1	1	1
Allspring Global Investments			1	1	1
Amundi Asset Management		1	1	1	1
AQR Capital Management LLC	Split		1	1	1
Aviva Investors		1	1	1	1
AXA Investment Managers			1	1	1
BMO Global Asset Management			1	1	1
D.E. Shaw Investment Management			1	1	1
Gateway Investment Advisers LLC			1	1	1
Guggenheim Investments	Split		1	1	1
HSBC Global Asset Management			1	1	1
IndexIQ Advisors LLC		1	1	1	1
Legal & General Investment Management		1	1	1	1
M&G Investments			1	1	1
Manulife Investment Management	Split		1	Split	1
Mutual of America Capital Management Corporation			1	1	1
Northern Trust Investments		1	1	1	1
Parametric Portfolio Associates, LLC		1	1	1	1
Principal Global Investors LLC			1	1	1
ProFund Advisors LLC			1	1	1
ProShares			1	1	1
TD Asset Management		1	1	1	1
Thrivent Investment Management, Inc.		1	1	1	1
UBS Asset Management			1	1	1
Wilmington Trust Investment Management LLC			1	1	1

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Voting Manager	American Airlines Report on lobbying	AT&T Report on political spending in line with company values/policy	Berkshire Report on physical and transition risks and opportunities	Berkshire Report on GHG emissions and finance	Boeing Report on Lobbying
Proposal Number	#7	#6	#3	#5	#5
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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	Caterpillar Report on lobbying	Charter Report on climate transition plan in line with CA100+ Benchmark	Chevron Report on climate change financial risks	Chevron Adopt GHG reduction targets	Chubb Report on GHG emissions and finance
Voting Manager					
Proposal Number	#5	#6	#6	#5	#14
ISS Recommendations (1 = FOR; 0 = AGAINST)		1	1	1	1
abrdn		1	1	1	1
Allianz Global Investors		1	1	1	1
Allspring Global Investments		1	1	1	1
Amundi Asset Management		1	1	1	1
AQR Capital Management LLC		1	1	1	1
Aviva Investors		1	1	1	1
AXA Investment Managers		1	1	1	1
BMO Global Asset Management		1	1	1	1
D.E. Shaw Investment Management		1		1	1
Gateway Investment Advisers LLC		1	1	1	1
Guggenheim Investments		1	1	1	1
HSBC Global Asset Management		1	1	1	1
IndexIQ Advisors LLC		1	1	1	1
Legal & General Investment Management		1	1	1	1
M&G Investments		1	1	1	1
Manulife Investment Management		1	Split	1	1
Mutual of America Capital Management Corporation		1	1	1	1
Northern Trust Investments		1	1	1	1
Parametric Portfolio Associates, LLC		1	1	1	1
Principal Global Investors LLC		1	1	1	1
ProFund Advisors LLC		1	1	1	1
ProShares		1	1	1	1
TD Asset Management		1	1	1	1
Thrivent Investment Management, Inc.		1	1	1	1
UBS Asset Management		1	1	1	1
Wilmington Trust Investment Management LLC		1	1	1	1

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	Citi Report on indigenous peoples policy	ConocoPhillips Adopt GHG reduction targets	Costco Adopt GHG reduction targets	Delta Report on lobbying	Dollar Tree Report on GHG emissions targets
Voting Manager	#7	#7	#5	#4	#5
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	Split	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	Split	Split	1	1	1
D.E. Shaw Investment Management	1			1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1		1	1
M&G Investments	1			1	1
Manulife Investment Management		1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1		1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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	DTE Energy Adopt GHG reduction targets	Exxon Report on climate change financial risks	Exxon Report on plastic pollution	Exxon Adopt GHG reduction targets	Exxon Report on indirect political spending
Voting Manager	#5	#8	#9	#6	#10
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	Split	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	Split	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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	General Mills Report on packaging #6	Home Depot Report on supply chain deforestation impacts #9	Honewell Report on lobbying in line with Paris Agreement #5	Jack in the Box Report on packaging #6	KLA-Tencor Report on GHG emissions targets #4
Voting Manager					
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)					
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1 Split		1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1 Split		1		Split
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1		1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1		1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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Voting Manager	Kroger Report on plastic pollution #5	Kroger Report on plans to reduce refrigerants' contribution to climate change #7	McDonald's Report on plastic pollution #5	Meta Report on lobbying #13	Monster Report on Climate-related Transition Plan #4
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1		1 Split		1
Allianz Global Investors	1		1	1	1
Allspring Global Investments	1 Split			1	1
Amundi Asset Management	1		1 Split		1
AQR Capital Management LLC	1		1	1	1
Aviva Investors	1		1	1	1
AXA Investment Managers	1		1	1	1
BMO Global Asset Management	1 Split				1
D.E. Shaw Investment Management	1		1	1	1
Gateway Investment Advisers LLC	1		1	1	1
Guggenheim Investments	1		1	1	1
HSBC Global Asset Management	1		1	1	1
IndexIQ Advisors LLC	1		1	1	1
Legal & General Investment Management	1		1	1	1
M&G Investments	1		1	1	1
Manulife Investment Management	1		1	1	1
Mutual of America Capital Management Corporation	1		1	1	1
Northern Trust Investments	1		1	1	1
Parametric Portfolio Associates, LLC	1		1	1	1
Principal Global Investors LLC	1		1	1	1
ProFund Advisors LLC	1		1	1	1
ProShares	1		1	1	1
TD Asset Management					
Thrivent Investment Management, Inc.	1		1	1	1
UBS Asset Management	1		1		1
Wilmington Trust Investment Management LLC	1		1	1	1

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Voting Manager	Occidental Petroleum Adopt GHG Reduction Targets	Phillips 66 Adopt GHG Reduction Targets	Phillips 66 Report on Plastic Pollution	Republic Services Report on Environmental Health Impacts and Management	Skechers Report on GHG Emissions Targets
Proposal Number	#4	#5	#6	#5	#2
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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	Tesla Report on Lobbying in line with company values/policy	Tesla Report on Water Impacts and Policy	Travelers Report on GHG Emissions and Finance	Travelers Report on Lobbying	Tyson Foods Report on Packaging
Voting Manager	#10	#13	#5	#4	No number (p.25)
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)					
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	Split
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management		1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	Split	Split		1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management					1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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	United Airlines Report on Lobbying	UPS Report on Lobbying in Line with Paris Agreement	UPS Adopt GHG Reduction Targets	UPS Report on Lobbying	Valero Energy Adopt GHG Reduction Targets
Voting Manager	#4	#5	#7	#4	#4
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)					
abrdr	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	Split	Split
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC		1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers		1	1	1	1
BMO Global Asset Management	1	1	1	Split	1
D.E. Shaw Investment Management		1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments		1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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	Walt Disney Report on Lobbying	Wells Fargo Report on Indigenous Peoples Polic	XPO Logistics Report on Lobbying
Voting Manager			
Proposal Number	No number (p.75)	#8	#5
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1
abrdn	1	1	1
Allianz Global Investors	1	1	
Allspring Global Investments	1 Split		1
Amundi Asset Management	1	1	
AQR Capital Management LLC	1	1	1
Aviva Investors	1	1	1
AXA Investment Managers	1	1	1
BMO Global Asset Management	1 Split		
D.E. Shaw Investment Management	1	1	
Gateway Investment Advisers LLC	1	1	1
Guggenheim Investments	1	1	1
HSBC Global Asset Management	1	1	1
IndexIQ Advisors LLC	1	1	
Legal & General Investment Management	1	1	1
M&G Investments	1	1	1
Manulife Investment Management	1		1
Mutual of America Capital Management Corporation	1	1	1
Northern Trust Investments	1	1	1
Parametric Portfolio Associates, LLC	1	1	
Principal Global Investors LLC	1	1	1
ProFund Advisors LLC	1	1	1
ProShares	1	1	1
TD Asset Management		1	1
Thrivent Investment Management, Inc.	1	1	1
UBS Asset Management	1	1	1
Wilmington Trust Investment Management LLC	1	1	1

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Total Resolutions: 34

Voting Manager	Total Split Votes	Total Votes For	Amazon Report on plastic pollution #8	AutoZone Report on GHG targets and transition plan #4	Berkshire Report on physical and transition risks and opportunities #2	Bloomin' Brands Adopt GHG reduction targets #6
ISS Recommendations (1 = FOR; 0 = AGAINST)		34	1		1	1
abrdn	3	26	1		1	1
Allianz Global Investors	3	30	1		1	1
Allspring Global Investments	0	30	1		1	1
Amundi Asset Management	0	22	1		1	1
AQR Capital Management LLC	0	27	1		1	1
Aviva Investors	0	30	1		1	1
AXA Investment Managers	0	28	1		1	1
BMO Global Asset Management	0	33	1		1	1
D.E. Shaw Investment Management	0	25	1		1	1
Gateway Investment Advisers LLC	0	28	1		1	1
Guggenheim Investments	2	31	1		1	1
HSBC Global Asset Management	0	33	1		1	1
IndexIQ Advisors LLC	0	25			1	1
Legal & General Investment Management	3	28	1		1	1
M&G Investments	0	27	1		1	1
Manulife Investment Management	0	32	1		1	1
Mutual of America Capital Management Corporation	0	31	1		1	1
Northern Trust Investments	3	23			1	1
Parametric Portfolio Associates, LLC	0	32	1		1	1
Principal Global Investors LLC	1	31	1		1	1
ProFund Advisors LLC	0	31	1		1	1
ProShares	0	31	1		1	1
TD Asset Management	0	27	1		1	1
Thrivent Investment Management, Inc.	0	31	1		1	1
UBS Asset Management	0	33	1		1	1
Wilmington Trust Investment Management LLC	0	28	1		1	1

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	Boeing Report on lobbying	Booking Holdings Say on climate	Booking Holdings Report on climate transition plan	Caterpillar Report progress on CA100+ Benchmark indicators	Charter Say on climate
Voting Manager	#4	#8	#7	#4	#6
Proposal Number					
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1				1
AQR Capital Management LLC			1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC			1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	Split	Split		1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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Voting Manager	Chevron Report on lobbying #7	Chevron Report on climate change financial risks #5	Chevron Adopt scope 3 GHG targets #4	ConocoPhillips Adopt scope 1-3 GHG targets #5	Delta Report on lobbying in line with Paris Agreement #5
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn			1	1	1
Allianz Global Investors			1	1	1
Allspring Global Investments				1	1
Amundi Asset Management				1	1
AQR Capital Management LLC			1	1	
Aviva Investors	1	1	1	1	1
AXA Investment Managers		1	1	1	1
BMO Global Asset Management		1	1	1	1
D.E. Shaw Investment Management		1		1	1
Gateway Investment Advisers LLC		1		1	1
Guggenheim Investments	Split		1 Split		1
HSBC Global Asset Management			1	1	1
IndexIQ Advisors LLC			1	1	1
Legal & General Investment Management			1	1	1
M&G Investments			1	1	1
Manulife Investment Management				1	1
Mutual of America Capital Management Corporation			1		1
Northern Trust Investments			1		1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC			1 Split		1
ProFund Advisors LLC			1		1
ProShares			1		1
TD Asset Management			1	1	1
Thrivent Investment Management, Inc.			1		1
UBS Asset Management			1	1	1
Wilmington Trust Investment Management LLC			1		1

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Voting Manager	Dominion Energy Separate chair/CEO	Duke Energy Separate chair/CEO	DuPont Report on plastic pollution	Exxon Report on climate change financial risks	Exxon Report on lobbying in line with Paris Agreement
Proposal Number	#5	#5	#7	#6	#10
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1 Split	Split
Allianz Global Investors	1	1	1	1 Split	Split
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1 Split	Split
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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Voting Manager	Exxon Report on lobbying	FedEx Report on lobbying	Imperial Oil Adopt net-zero GHG reduction targets	Kroger Report on plastic pollution	Norfolk Southern Report on lobbying in line with Paris Agreement
Proposal Number	#9	#6	No number (p.99)	#4	#5
ISS Recommendations (1 = FOR; 0 = AGAINST)		1	1	1	1
abrdn	Split		1	1	1
Allianz Global Investors	Split		1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management		1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1		1
Gateway Investment Advisers LLC	1	1			1
Guggenheim Investments	1	1			1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	Split	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1		1	1
Northern Trust Investments	1	1	1	Split	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1		1	1
ProFund Advisors LLC	1	1		1	1
ProShares	1	1		1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1		1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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Voting Manager	Phillips 66 Adopt GHG reduction targets	Phillips 66 Report on lobbying in line with Paris Agreement	Pilgrim's Pride Report on executive pay links to ESG metrics	Pilgrim's Pride Report on supply chain water risks	Sempra Energy Report on corporate climate lobbying in line with Paris Agreement	United Airlines Report on lobbying in line with Paris Agreement
Proposal Number	#5	#6	#7	#6	#5	#8
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1	1
abrdn	1	1			1	1
Allianz Global Investors	1	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1	1
AQR Capital Management LLC			1	1	1	
Aviva Investors	1	1			1	1
AXA Investment Managers	1	1			1	
BMO Global Asset Management	1	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1	1
Gateway Investment Advisers LLC	1	1			1	1
Guggenheim Investments	1	1	1	1	1	1
HSBC Global Asset Management	1	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1	1
Legal & General Investment Management	1	1			1	1
M&G Investments	1	1			1	
Manulife Investment Management	1	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1	1
Northern Trust Investments	1	1			1	1
Parametric Portfolio Associates, LLC	1	1			1	1
Principal Global Investors LLC	1	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1	1
ProShares	1	1	1	1	1	1
TD Asset Management					1	1
Thrivent Investment Management, Inc.	1	1	1	1	1	1
UBS Asset Management	1	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1	1

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Voting Manager	UPS Adopt GHG reduction targets	UPS Report on lobbying	Walt Disney Report on lobbying	Worthington Report progress on CA100+ Benchmark indicators
Proposal Number	#7	#5	No number (p.71)	#4
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1
abrdrn	1	1	1	1
Allianz Global Investors	1	1	1	1
Allspring Global Investments	1	1	1	1
Amundi Asset Management	1	1	1	1
AQR Capital Management LLC	1	1	1	1
Aviva Investors	1	1	1	1
AXA Investment Managers	1	1	1	1
BMO Global Asset Management	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1
Guggenheim Investments	1	1	1	1
HSBC Global Asset Management	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1
Legal & General Investment Management	1	1	1	1
M&G Investments	1	1	1	1
Manulife Investment Management	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1
Northern Trust Investments	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1
Principal Global Investors LLC	1	1	1	1
ProFund Advisors LLC	1	1	1	1
ProShares	1	1	1	1
TD Asset Management	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1
UBS Asset Management	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1

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Total Resolutions: 37

Voting Manager Proposal Number	Total Split Votes	Total Votes For	Amazon Report on food waste management	Amazon Report on lobbying	Bloomin' Brands Report on supply chain deforestation impacts
			#5	#16	#6
ISS Recommendations (1 = FOR; 0 = AGAINST)		37			
abrdn	0	31			
Allianz Global Investors	0	35			
Allspring Global Investments	0	33			
Amundi Asset Management	0	33			
AQR Capital Management LLC	3	30	Split		
Aviva Investors	0	34			
AXA Investment Managers	0	35			
BMO Global Asset Management	1	34			
D.E. Shaw Investment Management	0	30			
Gateway Investment Advisers LLC	0	31			
Guggenheim Investments	18	16			
HSBC Global Asset Management	0	34			
IndexIQ Advisors LLC	0	20			
Legal & General Investment Management	0	34			
M&G Investments	0	26			
Manulife Investment Management	1	33			
Mutual of America Capital Management Corporation	0	33			
Northern Trust Investments	0	29			
Parametric Portfolio Associates, LLC	0	34			
Principal Global Investors LLC	3	30			
ProFund Advisors LLC	0	35			
ProShares	0	35			
TD Asset Management	0	32			
Thrivent Investment Management, Inc.	1	4			
UBS Asset Management	1	34	Split		
Wilmington Trust Investment Management LLC	0	32			

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Voting Manager Proposal Number	Boeing Report on lobbying	Caterpillar Report on lobbying	Chevron Report on corporate climate lobbying in line with Paris Agreement	Chevron Report on environmental health impacts and management	Delta Report on corporate climate lobbying in line with Paris Agreement
	#5	#4	#6	#7	#5
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1 Split	Split	Split	Split	Split
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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Voting Manager	Dollar Tree Report on business strategy alignment with constraints posed by climate change	Dominion Energy Separate chair/CEO	Duke Energy Report on lobbying	Duke Energy Separate chair/CEO	Enphase Energy Publish sustainability report
Proposal Number	#4	#4	#7	#4	#4
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn		1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1		1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1 Split	Split	Split	Split	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC			1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments		1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1		1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1 Split	Split	Split	Split	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.		1		1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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Voting Manager Proposal Number	Equinor Report on 2-degree analysis and strategy	Exxon Report on lobbying	FedEx Report on lobbying	Ford Report on lobbying	General Motors Report on lobbying
	#9	#9	#4	#5	#9
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdrn		1	1	1	1
Allianz Global Investors		1	1	1	1
Allspring Global Investments			1	1	1
Amundi Asset Management			1	1	1
AQR Capital Management LLC	Split			1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management		1	1	1	1
D.E. Shaw Investment Management				1	1
Gateway Investment Advisers LLC				1	1
Guggenheim Investments				1	1
HSBC Global Asset Management			1	1	1
IndexIQ Advisors LLC				1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management				1	1
Mutual of America Capital Management Corporation				1	1
Northern Trust Investments	1			1	1
Parametric Portfolio Associates, LLC		1	1	1	1
Principal Global Investors LLC				1	1
ProFund Advisors LLC	1			1	1
ProShares	1			1	1
TD Asset Management	1			1	1
Thrivent Investment Management, Inc.					
UBS Asset Management		1	1	1	1
Wilmington Trust Investment Management LLC	1			1	1

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Voting Manager

Proposal Number

ISS Recommendations (1 = FOR; 0 = AGAINST)

	Honeywell Report on lobbying #5	JB Hunt Transport Report on 2-degree analysis and strategy #5	JPMorgan Report on GHG emissions and finance #6	JPMorgan Separate chair/CEO #4	Kroger Report on packaging #4	
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1	1
abrdn	1	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1	1
AQR Capital Management LLC	1	1	Split	1	1	1
Aviva Investors	1	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1	1
BMO Global Asset Management	1	1	Split	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1	1
Guggenheim Investments	1	1	Split	Split	Split	1
HSBC Global Asset Management	1	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1	1
M&G Investments	1	1	1	1	1	1
Manulife Investment Management	1	1	1	Split	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1	1
ProShares	1	1	1	1	1	1
TD Asset Management	1	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1	1
UBS Asset Management	1	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1	1

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Voting Manager	O'Reilly Automotive Report on material human capital risks and opportunities #6	Ovintiv Report on 2- degree analysis and strategy #4	Phillips 66 Report on environmental health impacts and management #4	Pilgrim's Pride Report on water impacts and policy #5	Procter & Gamble Report on supply chain deforestation impacts #5
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	1	Split	1	1	1
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	Split
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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Voting Manager Proposal Number	Southern Company Report on lobbying	TransDigm Group Adopt GHG reduction targets	United Airlines Report on corporate climate lobbying in line with Paris Agreement	UPS Report on lobbying	UPS Report on 2- degree analysis and strategy
	#5	#4	#6	#4	#6
ISS Recommendations (1 = FOR; 0 = AGAINST)	1	1	1	1	1
abrdn	1	1	1	1	1
Allianz Global Investors	1	1	1	1	1
Allspring Global Investments	1	1	1	1	1
Amundi Asset Management	1	1	1	1	1
AQR Capital Management LLC	1	1	1	1	1
Aviva Investors	1	1	1	1	1
AXA Investment Managers	1	1	1	1	1
BMO Global Asset Management	1	1	1	1	1
D.E. Shaw Investment Management	1	1	1	1	1
Gateway Investment Advisers LLC	1	1	1	1	1
Guggenheim Investments	Split	Split	1	Split	Split
HSBC Global Asset Management	1	1	1	1	1
IndexIQ Advisors LLC	1	1	1	1	1
Legal & General Investment Management	1	1	1	1	1
M&G Investments	1	1	1	1	1
Manulife Investment Management	1	1	1	1	1
Mutual of America Capital Management Corporation	1	1	1	1	1
Northern Trust Investments	1	1	1	1	1
Parametric Portfolio Associates, LLC	1	1	1	1	1
Principal Global Investors LLC	1	1	1	1	1
ProFund Advisors LLC	1	1	1	1	1
ProShares	1	1	1	1	1
TD Asset Management	1	1	1	1	1
Thrivent Investment Management, Inc.	1	1	1	1	1
UBS Asset Management	1	1	1	1	1
Wilmington Trust Investment Management LLC	1	1	1	1	1

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Voting Manager Proposal Number	Walmart Adopt a policy on single use plastics	Walt Disney Report on lobbying	XPO Logistics Link executive pay to sustainability metrics	Yum! Brands Report on supply chain deforestation impacts	
	#5	No number (p.71)	#5	#4	
ISS Recommendations (1 = FOR; 0 = AGAINST)	1		1	1	1
abrhn	1		1	1	1
Allianz Global Investors	1		1	1	1
Allspring Global Investments	1			1	1
Amundi Asset Management	1		1	1	1
AQR Capital Management LLC	1		1	1	1
Aviva Investors	1		1	1	1
AXA Investment Managers	1		1	1	1
BMO Global Asset Management	1		1	1	1
D.E. Shaw Investment Management	1		1	1	1
Gateway Investment Advisers LLC	1		1	1	1
Guggenheim Investments	Split	Split		1	Split
HSBC Global Asset Management	1		1	1	1
IndexIQ Advisors LLC			1		1
Legal & General Investment Management	1		1		1
M&G Investments	1		1		1
Manulife Investment Management	1		1	1	1
Mutual of America Capital Management Corporation	1		1	1	1
Northern Trust Investments	1		1		1
Parametric Portfolio Associates, LLC	1		1	1	1
Principal Global Investors LLC	1		1	1	1
ProFund Advisors LLC	1		1	1	1
ProShares	1		1	1	1
TD Asset Management	1		1	1	1
Thrivent Investment Management, Inc.				1	
UBS Asset Management	1		1		1
Wilmington Trust Investment Management LLC	1		1	1	1