
UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, DC 20549-

FORM N-PX

ANNUAL REPORT OF PROXY VOTING RECORD OF REGISTERED MANAGEMENT INVESTMENT COMPANY

Investment Company Act File Number : **811-06128**

Name of Registrant: **Putnam Sustainable Leaders Fund**

Address of Principal Executive Offices: **100 Federal Street**

Boston, Massachusetts 02110

Name and address of agent of service: **Stephen J. Tate, Vice President and Chief Legal Officer**
Putnam Sustainable Leaders Fund
100 Federal Street
Boston, Massachusetts 02110

CC: **Bryan Chegwidden, Esq.**
Ropes & Gray LLP
1211 Avenue of the Americas
New York, New York 10036

Registrant's telephone number including area code: **617-292-1000**

Date of fiscal year end: **6/30**

Date of reporting period: **07/01/2022 - 06/30/2023**

Registrant : Putnam Sustainable Leaders Fund
Fund Name : Putnam Sustainable Leaders Fund

Adobe Inc.

Ticker	Security ID:	Meeting Date	Meeting Status				
ADBE	ISIN US00724PAD15	04/20/2023	Voted				
Meeting Type	Country of Trade	Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
Annual	United States						
1	Elect Amy L. Banse	Mgmt	For	For	For		
2	Elect Brett Biggs	Mgmt	For	For	For		
3	Elect Melanie Boulden	Mgmt	For	For	For		
4	Elect Frank A. Calderoni	Mgmt	For	For	For		
5	Elect Laura B. Desmond	Mgmt	For	For	For		
6	Elect Shantanu Narayen	Mgmt	For	For	For		
7	Elect Spencer Neumann	Mgmt	For	For	For		
8	Elect Kathleen Oberg	Mgmt	For	For	For		
9	Elect Dheeraj Pandey	Mgmt	For	For	For		

10	Elect David A. Ricks	Mgmt	For	For	For
11	Elect Daniel Rosensweig	Mgmt	For	For	For
12	Elect John E. Warnock	Mgmt	For	For	For
13	Amendment to the 2019 Equity Incentive Plan	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	For	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	ShrHoldr	Against	Against	For

**Advanced Micro
Devices, Inc.**

Ticker	Security ID:	Meeting Date	Meeting Status			
AMD	CUSIP 007903107	05/18/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Nora M. Denzel	Mgmt	For	For	For	
2	Elect D. Mark Durcan	Mgmt	For	For	For	
3	Elect Michael P. Gregoire	Mgmt	For	For	For	
4	Elect Joseph A. Householder	Mgmt	For	For	For	
5	Elect John W. Marren	Mgmt	For	For	For	

6	Elect Jon A. Olson	Mgmt	For	For	For
7	Elect Lisa T. Su	Mgmt	For	For	For
8	Elect Abhijit Y. Talwalkar	Mgmt	For	For	For
9	Elect Elizabeth W. Vanderslice	Mgmt	For	For	For
10	Approval of the 2023 Equity Incentive Plan	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Amazon.com, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
AMZN	CUSIP 023135106	05/24/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Jeffrey P. Bezos	Mgmt	For	For	For
2	Elect Andrew R. Jassy	Mgmt	For	For	For
3	Elect Keith B. Alexander	Mgmt	For	For	For
4	Elect Edith W. Cooper	Mgmt	For	For	For
5	Elect Jamie S. Gorelick	Mgmt	For	For	For
6	Elect Daniel P. Huttenlocher	Mgmt	For	For	For
7	Elect Judith A. McGrath	Mgmt	For	For	For

8	Elect Indra K. Nooyi	Mgmt	For	For	For
9	Elect Jonathan J. Rubinstein	Mgmt	For	For	For
10	Elect Patricia Q. Stonesifer	Mgmt	For	For	For
11	Elect Wendell P. Weeks	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Amendment to the 1997 Stock Incentive Plan	Mgmt	For	For	For
16	Shareholder Proposal Regarding Report on Climate Risk In Employee Retirement Default Options	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Report on Customer Due Diligence	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Report on Government Requests for Content and Product Removal	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Report on Government Takedown Requests	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Just Transition Reporting	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Report on Tax Transparency	ShrHoldr	Against	Against	For

22	Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	ShrHoldr	Against	Against	For
23	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Against	Against	For
24	Shareholder Proposal Regarding Cost Benefit Analysis of DEI Programs	ShrHoldr	Against	Against	For
25	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	Against	For
26	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	ShrHoldr	Against	Against	For
27	Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	ShrHoldr	Against	Against	For
28	Shareholder Proposal Regarding Report Evaluating Animal Welfare Standards	ShrHoldr	Against	Against	For
29	Shareholder Proposal Regarding Formation of Public Policy Committee	ShrHoldr	Against	Against	For
30	Shareholder Proposal Regarding Hourly Associate Representation on the Board	ShrHoldr	Against	Against	For
31	Shareholder Proposal Regarding Report on Working Conditions	ShrHoldr	Against	Against	For

32	Shareholder Proposal Regarding Report on Plastic Packaging	ShrHoldr	Against	Against	For
33	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	ShrHoldr	Against	Against	For

American Tower Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
AMT	CUSIP 03027X100	05/24/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Thomas A. Bartlett	Mgmt	For	For	For
2	Elect Kelly C. Chambliss	Mgmt	For	For	For
3	Elect Teresa H. Clarke	Mgmt	For	For	For
4	Elect Raymond P. Dolan	Mgmt	For	For	For
5	Elect Kenneth R. Frank	Mgmt	For	For	For
6	Elect Robert D. Hormats	Mgmt	For	For	For
7	Elect Grace D. Lieblein	Mgmt	For	For	For
8	Elect Craig Macnab	Mgmt	For	For	For
9	Elect JoAnn A. Reed	Mgmt	For	For	For
10	Elect Pamela D.A. Reeve	Mgmt	For	For	For
11	Elect Bruce L. Tanner	Mgmt	For	For	For

12	Elect Samme L. Thompson	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

AMGEN Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
AMGN	CUSIP 031162100	05/19/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Wanda M. Austin	Mgmt	For	For	For
2	Elect Robert A. Bradway	Mgmt	For	For	For
3	Elect Michael V. Drake	Mgmt	For	For	For
4	Elect Brian J. Druker	Mgmt	For	For	For
5	Elect Robert A. Eckert	Mgmt	For	For	For
6	Elect Greg C. Garland	Mgmt	For	For	For
7	Elect Charles M. Holley, Jr.	Mgmt	For	For	For
8	Elect S. Omar Ishrak	Mgmt	For	For	For
9	Elect Tyler Jacks	Mgmt	For	For	For
10	Elect Ellen J. Kullman	Mgmt	For	For	For
11	Elect Amy E. Miles	Mgmt	For	For	For
12	Elect Ronald D. Sugar	Mgmt	For	For	For

13	Elect R. Sanders Williams	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Ratification of Auditor	Mgmt	For	For	For

Apple Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
AAPL	CUSIP 037833100	03/10/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Director James Bell	Mgmt	For	For	For
2	Elect Director Tim Cook	Mgmt	For	For	For
3	Elect Director Al Gore	Mgmt	For	For	For
4	Elect Director Alex Gorsky	Mgmt	For	For	For
5	Elect Director Andrea Jung	Mgmt	For	For	For
6	Elect Director Art Levinson	Mgmt	For	For	For
7	Elect Director Monica Lozano	Mgmt	For	For	For
8	Elect Director Ron Sugar	Mgmt	For	For	For
9	Elect Director Sue Wagner	Mgmt	For	For	For
10	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Advisory Vote to Ratify Named Executive Officers'	Mgmt	For	For	For

	Compensation				
12	Advisory Vote on Say on Pay Frequency	Mgmt	1 Year	1 Year	For
13	Report on Civil Rights and Non-Discrimination Audit	ShrHoldr	Against	Against	For
14	Report on Operations in Communist China	ShrHoldr	Against	Against	For
15	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	ShrHoldr	Against	Against	For
16	Report on Median Gender/Racial Pay Gap	ShrHoldr	Against	Against	For
17	Amend Proxy Access Right	ShrHoldr	Against	Against	For

Applied Materials, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status			
AMAT	CUSIP 038222105	03/09/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Director Rani Borkar	Mgmt	For	For	For	
2	Elect Director Judy Bruner	Mgmt	For	For	For	
3	Elect Director Xun (Eric) Chen	Mgmt	For	For	For	
4	Elect Director Aart J. de Geus	Mgmt	For	For	For	

5	Elect Director Gary E. Dickerson	Mgmt	For	For	For
6	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
7	Elect Director Alexander A. Karsner	Mgmt	For	For	For
8	Elect Director Kevin P. March	Mgmt	For	For	For
9	Elect Director Yvonne McGill	Mgmt	For	For	For
10	Elect Director Scott A. McGregor	Mgmt	For	For	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
12	Advisory Vote on Say on Pay Frequency	Mgmt	1 Year	1 Year	For
13	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
14	Reduce Ownership Threshold for Shareholders to Call Special Meeting	ShrHoldr	Against	Against	For
15	Improve Executive Compensation Program and Policy	ShrHoldr	Against	Against	For

ASML Holding N.V.

Ticker	Security ID:	Meeting Date	Meeting Status
ASML	CUSIP N07059210	04/26/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Remuneration Report	Mgmt	For	For	For
2	Accounts and Reports	Mgmt	For	For	For
3	Allocation of Dividends	Mgmt	For	For	For
4	Ratification of Management Board Acts	Mgmt	For	For	For
5	Ratification of Supervisory Board Acts	Mgmt	For	For	For
6	Long-Term Incentive Plan; Authority to Issue Shares	Mgmt	For	For	For
7	Supervisory Board Remuneration Policy	Mgmt	For	For	For
8	Supervisory Board Fees	Mgmt	For	For	For
9	Elect Nils Andersen to the Supervisory Board	Mgmt	For	For	For
10	Elect Jack P. de Kreij to the Supervisory Board	Mgmt	For	For	For
11	Appointment of Auditor	Mgmt	For	For	For
12	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
13	Authority to Suppress Preemptive Rights	Mgmt	For	For	For
14	Authority to Repurchase Shares	Mgmt	For	For	For
15	Cancellation of Shares	Mgmt	For	For	For

Bank of America Corporation

Ticker

Security ID:

Meeting

Meeting

		Date	Status		
BAC	CUSIP 060505583	04/25/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Sharon L. Allen	Mgmt	For	For	For
2	Elect Jose E. Almeida	Mgmt	For	For	For
3	Elect Frank P. Bramble, Sr.	Mgmt	For	For	For
4	Elect Pierre J. P. de Weck	Mgmt	For	For	For
5	Elect Arnold W. Donald	Mgmt	For	For	For
6	Elect Linda P. Hudson	Mgmt	For	For	For
7	Elect Monica C. Lozano	Mgmt	For	For	For
8	Elect Brian T. Moynihan	Mgmt	For	For	For
9	Elect Lionel L. Nowell, III	Mgmt	For	For	For
10	Elect Denise L. Ramos	Mgmt	For	For	For
11	Elect Clayton S. Rose	Mgmt	For	For	For
12	Elect Michael D. White	Mgmt	For	For	For
13	Elect Thomas D. Woods	Mgmt	For	For	For
14	Elect Maria T. Zuber	Mgmt	For	For	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Ratification of Auditor	Mgmt	For	For	For
18	Amendment to the Bank of America Corporation Equity Plan	Mgmt	For	For	For
19	Shareholder Proposal	ShrHoldr	Against	Against	For

	Regarding Independent Chair				
20	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Report on Absolute GHG Targets and Alignment with Paris Agreement	ShrHoldr	Against	Against	For
22	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	ShrHoldr	Against	Against	For
23	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	Against	For
24	Shareholder Proposal Regarding a Racial Equity Audit	ShrHoldr	Against	Against	For

Boston Properties, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
BXP	CUSIP 101121101	05/23/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt

1	Elect Kelly A. Ayotte	Mgmt	For	For	For
2	Elect Bruce W. Duncan	Mgmt	For	For	For
3	Elect Carol B. Einiger	Mgmt	For	For	For
4	Elect Diane J. Hoskins	Mgmt	For	For	For
5	Elect Mary E. Kipp	Mgmt	For	For	For
6	Elect Joel I. Klein	Mgmt	For	For	For
7	Elect Douglas T. Linde	Mgmt	For	For	For
8	Elect Matthew J. Lustig	Mgmt	For	For	For
9	Elect Owen D. Thomas	Mgmt	For	For	For
10	Elect William H. Walton, III	Mgmt	For	For	For
11	Elect Derek Anthony West	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	For	For

Boston Scientific Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
BSX	CUSIP 101137107	05/04/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Nelda J. Connors	Mgmt	For	For	For

2	Elect Charles J. Dockendorff	Mgmt	For	For	For
3	Elect Yoshiaki Fujimori	Mgmt	For	For	For
4	Elect Edward J. Ludwig	Mgmt	For	For	For
5	Elect Michael F. Mahoney	Mgmt	For	For	For
6	Elect David J. Roux	Mgmt	For	For	For
7	Elect John E. Sununu	Mgmt	For	For	For
8	Elect David S. Wichmann	Mgmt	For	For	For
9	Elect Ellen M. Zane	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For

Chipotle Mexican Grill, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status			
CMG	CUSIP 169656105	05/25/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Albert S. Baldocchi	Mgmt	For	For	For	
2	Elect Matthew Carey	Mgmt	For	For	For	
3	Elect Gregg L. Engles	Mgmt	For	For	For	
4	Elect Patricia D. Fili-Krushel	Mgmt	For	For	For	
5	Elect Mauricio Gutierrez	Mgmt	For	For	For	

6	Elect Robin Hickenlooper	Mgmt	For	For	For
7	Elect Scott H. Maw	Mgmt	For	For	For
8	Elect Brian Niccol	Mgmt	For	For	For
9	Elect Mary A. Winston	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	Against	For
14	Shareholder Proposal Regarding Policy on Freedom of Association	ShrHoldr	Against	Against	For

**Constellation
Energy Corporation**

Ticker	Security ID:	Meeting Date	Meeting Status			
CEG	CUSIP 21037T109	04/25/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1.1	Elect Joseph Dominguez	Mgmt	For	For	For	
1.2	Elect Julie Holzrichter	Mgmt	For	For	For	
1.3	Elect Ashish Khandpur	Mgmt	For	For	For	

2	Advisory Vote on Executive Compensation	Mgmt	For	For	For
3	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
4	Ratification of Auditor	Mgmt	For	For	For

Danaher Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
DHR	CUSIP 235851102	05/09/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Rainer M. Blair	Mgmt	For	For	For
2	Elect Feroz Dewan	Mgmt	For	For	For
3	Elect Linda P. Hefner Filler	Mgmt	For	For	For
4	Elect Teri L. List	Mgmt	For	For	For
5	Elect Walter G. Lohr, Jr.	Mgmt	For	For	For
6	Elect Jessica L. Mega	Mgmt	For	For	For
7	Elect Mitchell P. Rales	Mgmt	For	For	For
8	Elect Steven M. Rales	Mgmt	For	For	For
9	Elect Pardis C. Sabeti	Mgmt	For	For	For
10	Elect A. Shane Sanders	Mgmt	For	For	For
11	Elect John T. Schwieters	Mgmt	For	For	For
12	Elect Alan G. Spoon	Mgmt	For	For	For
13	Elect Raymond C. Stevens	Mgmt	For	For	For

14	Elect Elias A. Zerhouni	Mgmt	For	For	For
15	Ratification of Auditor	Mgmt	For	For	For
16	Advisory Vote on Executive Compensation	Mgmt	For	For	For
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Diversity and Inclusion Report	ShrHoldr	Against	Against	For

Deere & Company

Ticker	Security ID:	Meeting Date	Meeting Status			
DE	CUSIP 244199105	02/22/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Director Leanne G. Caret	Mgmt	For	For	For	
2	Elect Director Tamra A. Erwin	Mgmt	For	For	For	
3	Elect Director Alan C. Heuberger	Mgmt	For	For	For	
4	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For	For	
5	Elect Director Michael O. Johanns	Mgmt	For	For	For	

6	Elect Director Clayton M. Jones	Mgmt	For	For	For
7	Elect Director John C. May	Mgmt	For	For	For
8	Elect Director Gregory R. Page	Mgmt	For	For	For
9	Elect Director Sherry M. Smith	Mgmt	For	For	For
10	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
11	Elect Director Sheila G. Talton	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Advisory Vote on Say on Pay Frequency	Mgmt	1 Year	1 Year	For
14	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
15	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	ShrHoldr	Against	Against	For

Dollar General Corporation

Ticker	Security ID:	Meeting Date	Meeting Status
DG	CUSIP 256677105	05/31/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		
Issue No.	Description	Proponent	Mgmt Rec Vote Cast For/Agnst

					Mgmt
1	Elect Warren F. Bryant	Mgmt	For	For	For
2	Elect Michael M. Calbert	Mgmt	For	For	For
3	Elect Ana M. Chadwick	Mgmt	For	For	For
4	Elect Patricia D. Fili-Krushel	Mgmt	For	For	For
5	Elect Timothy I. McGuire	Mgmt	For	For	For
6	Elect Jeffery C. Owen	Mgmt	For	For	For
7	Elect Debra A. Sandler	Mgmt	For	For	For
8	Elect Ralph E. Santana	Mgmt	For	For	For
9	Elect Todd J. Vasos	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Shareholder Proposal Regarding Cage-Free Eggs	ShrHoldr	Against	Against	For
14	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	ShrHoldr	Against	For	Against
15	Shareholder Proposal Regarding Third-Party Audit of Worker Safety and Well-Being	ShrHoldr	Against	Against	For

DSM Firmenich AG

Ticker	Security ID:	Meeting Date	Meeting Status
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DSFIR	CINS H0245V108	06/29/2023	Voted		
Meeting Type	Country of Trade				
Special	Switzerland				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
2	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
3	Accounts and Reports	Mgmt	For	For	For
4	Dividends from Reserves	Mgmt	For	For	For
5	Board Compensation	Mgmt	For	For	For
6	Executive Compensation	Mgmt	For	For	For
7	Amendments to Articles (Resolutions)	Mgmt	For	For	For
8	Amendments to Articles (Share Register)	Mgmt	For	For	For
9	Additional or Amended Proposals	Mgmt	N/A	Against	N/A
10	Non-Voting Meeting Note	N/A	N/A	N/A	N/A

Eastman Chemical Company

Ticker	Security ID:	Meeting Date	Meeting Status		
EMN	CUSIP 277432100	05/04/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst

					Mgmt
1	Elect Humberto P. Alfonso	Mgmt	For	For	For
2	Elect Brett D. Begemann	Mgmt	For	For	For
3	Elect Eric L. Butler	Mgmt	For	For	For
4	Elect Mark J. Costa	Mgmt	For	For	For
5	Elect Edward L. Doheny II	Mgmt	For	For	For
6	Elect Linnie M. Haynesworth	Mgmt	For	For	For
7	Elect Julie Fasone Holder	Mgmt	For	For	For
8	Elect Renee J. Hornbaker	Mgmt	For	For	For
9	Elect Kim Ann Mink	Mgmt	For	For	For
10	Elect James J. O'Brien	Mgmt	For	For	For
11	Elect David W. Raisbeck	Mgmt	For	For	For
12	Elect Charles K. Stevens III	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against

Eli Lilly and Company

Ticker	Security ID:	Meeting Date	Meeting Status
LLY	CUSIP 532457108	05/01/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect William G. Kaelin, Jr.	Mgmt	For	For	For
2	Elect David A. Ricks	Mgmt	For	For	For
3	Elect Marschall S. Runge	Mgmt	For	For	For
4	Elect Karen Walker	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
7	Ratification of Auditor	Mgmt	For	For	For
8	Repeal of Classified Board	Mgmt	For	For	For
9	Elimination of Supermajority Requirements	Mgmt	For	For	For
10	Shareholder Proposal Regarding Lobbying Report	ShrHoldr	Against	Against	For
11	Shareholder Proposal Regarding Simple Majority Vote	ShrHoldr	Against	For	Against
12	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	ShrHoldr	Against	Against	For
13	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	ShrHoldr	Against	Against	For
14	Shareholder Proposal Regarding Lobbying Activities and Values Congruency	ShrHoldr	Against	Against	For
15	Shareholder Proposal Regarding Diversity and	ShrHoldr	Against	Against	For

16	Inclusion Report Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	ShrHoldr	Against	Against	For
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Fortive Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
FTV	CUSIP 34959J108	06/06/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Eric Branderiz	Mgmt	For	For	For
2	Elect Daniel L. Comas	Mgmt	For	For	For
3	Elect Sharmistha Dubey	Mgmt	For	For	For
4	Elect Rejji P. Hayes	Mgmt	For	For	For
5	Elect Wright L. Lassiter III	Mgmt	For	For	For
6	Elect James A. Lico	Mgmt	For	For	For
7	Elect Kate D. Mitchell	Mgmt	For	For	For
8	Elect Jeannine P. Sargent	Mgmt	For	For	For
9	Elect Alan G. Spoon	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For

13	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For
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**General Motors
Company**

Ticker	Security ID:	Meeting Date	Meeting Status		
GM	CUSIP 37045V100	06/20/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Mary T. Barra	Mgmt	For	For	For
2	Elect Aneel Bhusri	Mgmt	For	For	For
3	Elect Wesley G. Bush	Mgmt	For	For	For
4	Elect Joanne C. Crevoiserat	Mgmt	For	For	For
5	Elect Linda R. Gooden	Mgmt	For	For	For
6	Elect Joseph Jimenez	Mgmt	For	For	For
7	Elect Jonathan McNeill	Mgmt	For	For	For
8	Elect Judith A. Miscik	Mgmt	For	Against	Against
9	Elect Patricia F. Russo	Mgmt	For	For	For
10	Elect Thomas M. Schoewe	Mgmt	For	For	For
11	Elect Mark A. Tatum	Mgmt	For	For	For
12	Elect Jan E. Tighe	Mgmt	For	For	For
13	Elect Devin N. Wenig	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	For	For

15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Amendment to the 2020 Long-Term Incentive Plan	Mgmt	For	For	For
17	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Right to Act by Written Consent	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Procurement Targets for Sustainable Materials in Supply Chain	ShrHoldr	Against	Against	For

Heineken NV

Ticker	Security ID:	Meeting Date	Meeting Status		
HEIA	CINS N39427211	04/20/2023	Voted		
Meeting Type	Country of Trade				
Annual	Netherlands				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
2	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
3	Non-Voting Agenda Item	N/A	N/A	N/A	N/A
4	Remuneration Report	Mgmt	For	For	For
5	Accounts and Reports	Mgmt	For	For	For

6	Non-Voting Agenda Item	N/A	N/A	N/A	N/A
7	Allocation of Dividends	Mgmt	For	For	For
8	Ratification of Management Board Acts	Mgmt	For	For	For
9	Ratification of Supervisory Board Acts	Mgmt	For	For	For
10	Authority to Repurchase Shares	Mgmt	For	For	For
11	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
12	Authority to Suppress Preemptive Rights	Mgmt	For	For	For
13	Elect Michel R. de Carvalho to the Supervisory Board	Mgmt	For	Against	Against
14	Elect Rosemary L. Ripley to the Supervisory Board	Mgmt	For	Against	Against
15	Elect Beatriz Pardo to the Supervisory Board	Mgmt	For	Against	Against
16	Elect Lodewijk Hijmans van den Bergh to the Supervisory Board	Mgmt	For	Against	Against
17	Appointment of Auditor	Mgmt	For	For	For
18	Non-Voting Meeting Note	N/A	N/A	N/A	N/A

Hilton Worldwide Holdings Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
HLT	CUSIP 43300A203	05/18/2023	Voted
Meeting	Country of Trade		

Type						
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Christopher J. Nassetta	Mgmt	For	For	For	
2	Elect Jonathan D. Gray	Mgmt	For	For	For	
3	Elect Charlene T. Begley	Mgmt	For	For	For	
4	Elect Chris Carr	Mgmt	For	For	For	
5	Elect Melanie L. Healey	Mgmt	For	For	For	
6	Elect Raymond E. Mabus, Jr.	Mgmt	For	For	For	
7	Elect Judith A. McHale	Mgmt	For	For	For	
8	Elect Elizabeth A. Smith	Mgmt	For	For	For	
9	Elect Douglas M. Steenland	Mgmt	For	For	For	
10	Ratification of Auditor	Mgmt	For	For	For	
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For	

Ingersoll Rand Inc.

Ticker	Security ID:	Meeting Date	Meeting Status			
IR	CUSIP 45687V106	06/15/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Vicente Reynal	Mgmt	For	For	For	
2	Elect William P. Donnelly	Mgmt	For	For	For	

3	Elect Kirk E. Arnold	Mgmt	For	For	For
4	Elect Gary D. Forsee	Mgmt	For	For	For
5	Elect Jennifer Hartsock	Mgmt	For	For	For
6	Elect John Humphrey	Mgmt	For	For	For
7	Elect Marc E. Jones	Mgmt	For	For	For
8	Elect Mark Stevenson	Mgmt	For	For	For
9	Elect Michael Stubblefield	Mgmt	For	For	For
10	Elect Tony L. White	Mgmt	For	For	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

Intuit Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
INTU	CUSIP 461202103	01/19/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Director Eve Burton	Mgmt	For	For	For
2	Elect Director Scott D. Cook	Mgmt	For	For	For
3	Elect Director Richard L. Dalzell	Mgmt	For	For	For
4	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For

5	Elect Director Deborah Liu	Mgmt	For	For	For
6	Elect Director Tekedra Mawakana	Mgmt	For	For	For
7	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
8	Elect Director Thomas Szkutak	Mgmt	For	For	For
9	Elect Director Raul Vazquez	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
11	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

JPMorgan Chase & Co.

Ticker	Security ID:	Meeting Date	Meeting Status			
JPM	CUSIP 46625H100	05/16/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Linda B. Bammann	Mgmt	For	For	For	
2	Elect Stephen B. Burke	Mgmt	For	For	For	
3	Elect Todd A. Combs	Mgmt	For	For	For	
4	Elect James S. Crown	Mgmt	For	For	For	

5	Elect Alicia Boler Davis	Mgmt	For	For	For
6	Elect James Dimon	Mgmt	For	For	For
7	Elect Timothy P. Flynn	Mgmt	For	For	For
8	Elect Alex Gorsky	Mgmt	For	For	For
9	Elect Mellody Hobson	Mgmt	For	For	For
10	Elect Michael A. Neal	Mgmt	For	For	For
11	Elect Phebe N. Novakovic	Mgmt	For	For	For
12	Elect Virginia M. Rometty	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Ratification of Auditor	Mgmt	For	For	For
16	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Revision of Committee Charter to Include Oversight of Animal Welfare	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Right to Call Special Meetings by Beneficial Owners	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	ShrHoldr	Against	Against	For
21	Shareholder Proposal	ShrHoldr	Against	Against	For

	Regarding Report on Board Oversight of Discrimination				
22	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	Against	For
23	Shareholder Proposal Regarding Absolute GHG Reduction Targets	ShrHoldr	Against	Against	For

**Koninklijke DSM
NV**

Ticker	Security ID:	Meeting Date	Meeting Status		
DSM	CINS N5017D122	01/23/2023	Voted		
Meeting Type	Country of Trade				
Special	Netherlands				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Open Meeting	Mgmt	N/A	N/A	N/A
2	Presentation on the Transaction	Mgmt	N/A	N/A	N/A
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For	For

4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Close Meeting	Mgmt	N/A	N/A	N/A

Levi Strauss & Co.

Ticker	Security ID:	Meeting Date	Meeting Status		
LEVI	ISIN US52736R1023	04/19/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Jill Beraud	Mgmt	For	For	For
2	Elect Spencer C. Fleischer	Mgmt	For	For	For
3	Elect Christopher J. McCormick	Mgmt	For	For	For
4	Elect Elliott Rodgers	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation	Mgmt	For	For	For
6	Ratification of Auditor	Mgmt	For	For	For

Linde Plc

Ticker	Security ID:	Meeting Date	Meeting Status		
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LIN	CINS G5494J103	01/18/2023	Voted		
Meeting Type	Country of Trade				
Court	Ireland				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Linde Plc

Ticker	Security ID:	Meeting Date	Meeting Status		
LIN	CINS G5494J103	01/18/2023	Voted		
Meeting Type	Country of Trade				
Special	Ireland				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Approve Scheme of Arrangement	Mgmt	For	For	For
2	Amend Articles of Association	Mgmt	For	For	For
3	Approve Common Draft Terms of Merger	Mgmt	For	For	For

Linde Plc

Ticker	Security ID:	Meeting Date	Meeting Status		
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LIN	CINS G5494J103	07/25/2022	Voted		
Meeting Type	Country of Trade				
Annual	Ireland				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
4	Adopt Simple Majority Vote	ShrHoldr	Against	For	Against
5	Elect Director Stephen F. Angel	Mgmt	For	For	For
6	Elect Director Sanjiv Lamba	Mgmt	For	For	For
7	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
8	Elect Director Thomas Enders	Mgmt	For	For	For
9	Elect Director Edward G. Galante	Mgmt	For	For	For
10	Elect Director Joe Kaeser	Mgmt	For	For	For
11	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
12	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
13	Elect Director Alberto Weisser	Mgmt	For	For	For
14	Elect Director Robert L.	Mgmt	For	For	For

	Wood				
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

**Lvmh Moet
Hennessy Vuitton
SE**

Ticker	Security ID:	Meeting Date	Meeting Status			
MC	CINS F58485115	04/20/2023	Voted			
Meeting Type	Country of Trade					
Mix	France					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Non-Voting Meeting Note	N/A	N/A	N/A	N/A	
2	Non-Voting Meeting Note	N/A	N/A	N/A	N/A	
3	Non-Voting Meeting Note	N/A	N/A	N/A	N/A	
4	Non-Voting Meeting Note	N/A	N/A	N/A	N/A	
5	Non-Voting Meeting Note	N/A	N/A	N/A	N/A	
6	Non-Voting Meeting Note	N/A	N/A	N/A	N/A	
7	Non-Voting Meeting Note	N/A	N/A	N/A	N/A	
8	Non-Voting Meeting Note	N/A	N/A	N/A	N/A	
9	Accounts and Reports	Mgmt	For	For	For	
10	Consolidated Accounts and Reports	Mgmt	For	For	For	

11	Allocation of Profits/Dividends	Mgmt	For	For	For
12	Special Auditors Report on Regulated Agreements	Mgmt	For	For	For
13	Elect Delphine Arnault	Mgmt	For	For	For
14	Elect Antonio Belloni	Mgmt	For	For	For
15	Elect Marie-Josée Kravis	Mgmt	For	For	For
16	Elect Marie-Laure Sauty de Chalon	Mgmt	For	For	For
17	Elect Natacha Valla	Mgmt	For	For	For
18	Elect Laurent Mignon	Mgmt	For	Against	Against
19	Elect Lord Powell of Bayswater as Censor	Mgmt	For	Against	Against
20	Elect Diego Della Valle as Censor	Mgmt	For	Against	Against
21	2022 Remuneration Report	Mgmt	For	Against	Against
22	2022 Remuneration of Bernard Arnault, Chair and CEO	Mgmt	For	Against	Against
23	2022 Remuneration of Antonio Belloni, Deputy CEO	Mgmt	For	Against	Against
24	2023 Remuneration Policy (Board of Directors)	Mgmt	For	For	For
25	2023 Remuneration Policy (Chair and CEO)	Mgmt	For	Against	Against
26	2023 Remuneration Policy (Deputy CEO)	Mgmt	For	Against	Against
27	Authority to Repurchase and Reissue Shares	Mgmt	For	For	For
28	Authority to Cancel Shares and Reduce Capital	Mgmt	For	For	For

29	Authority to Increase Capital Through Capitalisations	Mgmt	For	For	For
30	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Mgmt	For	For	For
31	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Mgmt	For	For	For
32	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	Mgmt	For	For	For
33	Greenshoe	Mgmt	For	For	For
34	Authority to Increase Capital in Case of Exchange Offers	Mgmt	For	For	For
35	Authority to Increase Capital in Consideration for Contributions In Kind	Mgmt	For	For	For
36	Authority to Grant Stock Options	Mgmt	For	For	For
37	Employee Stock Purchase Plan	Mgmt	For	For	For
38	Global Ceiling on Capital Increases and Debt Issuances	Mgmt	For	For	For

Merck & Co., Inc.

Ticker	Security ID:	Meeting Date	Meeting Status
MRK	CUSIP 58933Y105	05/23/2023	Voted
Meeting	Country of Trade		

Type						
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Douglas M. Baker, Jr.	Mgmt	For	For	For	
2	Elect Mary Ellen Coe	Mgmt	For	For	For	
3	Elect Pamela J. Craig	Mgmt	For	For	For	
4	Elect Robert M. Davis	Mgmt	For	For	For	
5	Elect Thomas H. Glocer	Mgmt	For	For	For	
6	Elect Risa Lavizzo-Mourey	Mgmt	For	For	For	
7	Elect Stephen L. Mayo	Mgmt	For	For	For	
8	Elect Paul B. Rothman	Mgmt	For	For	For	
9	Elect Patricia F. Russo	Mgmt	For	For	For	
10	Elect Christine E. Seidman	Mgmt	For	For	For	
11	Elect Inge G. Thulin	Mgmt	For	For	For	
12	Elect Kathy J. Warden	Mgmt	For	For	For	
13	Elect Peter C. Wendell	Mgmt	For	For	For	
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
16	Ratification of Auditor	Mgmt	For	For	For	
17	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For	
18	Shareholder Proposal Regarding Report on Access to COVID-19 Products	ShrHoldr	Against	Against	For	
19	Shareholder Proposal Regarding Third-Party	ShrHoldr	Against	Against	For	

	Political Expenditures Reporting				
20	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Congruency Report of Partnerships with Certain Organizations	ShrHoldr	Against	Against	For
22	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For

Microsoft Corporation

Ticker	Security ID:	Meeting Date	Meeting Status			
MSFT	CINS 594918104	12/13/2022	Voted			
Meeting Type	Country of Trade					
Annual	USA					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Director John W. Thompson	Mgmt	For	For	For	
2	Elect Director Reid G. Hoffman	Mgmt	For	For	For	
3	Elect Director Emma N. Walmsley	Mgmt	For	For	For	
4	Elect Director Padmasree	Mgmt	For	For	For	

	Warrior				
5	Elect Director Hugh F. Johnston	Mgmt	For	For	For
6	Elect Director Teri L. List	Mgmt	For	For	For
7	Elect Director Satya Nadella	Mgmt	For	For	For
8	Elect Director Sandra E. Peterson	Mgmt	For	For	For
9	Elect Director Penny S. Pritzker	Mgmt	For	For	For
10	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
11	Elect Director Charles W. Scharf	Mgmt	For	For	For
12	Elect Director John W. Stanton	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
15	Report on Cost/Benefit Analysis of Diversity and Inclusion	ShrHoldr	Against	Against	For
16	Report on Hiring of Persons with Arrest or Incarceration Records	ShrHoldr	Against	Against	For
17	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	ShrHoldr	Against	Against	For
18	Report on Government Use of Microsoft Technology	ShrHoldr	Against	Against	For
19	Report on Development of	ShrHoldr	Against	Against	For

20	Products for Military Report on Tax Transparency	ShrHoldr	Against	Against	For
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**NextEra Energy,
Inc.**

Ticker	Security ID:	Meeting Date	Meeting Status		
NEE	CUSIP 65339F101	05/18/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Nicole S. Arnaboldi	Mgmt	For	For	For
2	Elect Sherry S. Barrat	Mgmt	For	For	For
3	Elect James L. Camaren	Mgmt	For	For	For
4	Elect Kenneth B. Dunn	Mgmt	For	For	For
5	Elect Naren K. Gursahaney	Mgmt	For	For	For
6	Elect Kirk S. Hachigian	Mgmt	For	For	For
7	Elect John W. Ketchum	Mgmt	For	For	For
8	Elect Amy B. Lane	Mgmt	For	For	For
9	Elect David L. Porges	Mgmt	For	For	For
10	Elect Dev Stahlkopf	Mgmt	For	For	For
11	Elect John Arthur Stall	Mgmt	For	For	For
12	Elect Darryl L. Wilson	Mgmt	For	For	For
13	Ratification of Auditor	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against

15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	ShrHoldr	Against	Against	For

Novozymes A/S

Ticker	Security ID:	Meeting Date	Meeting Status				
NZYM.B	CINS K7317J133	03/02/2023	Take No Action				
Meeting Type	Country of Trade						
Annual	Denmark	Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
		1	Receive Report of Board	Mgmt	N/A	TNA	N/A
		2	Accept Financial Statements and Statutory Reports	Mgmt	For	TNA	N/A
		3	Approve Allocation of Income and Dividends of DKK 6 Per Share	Mgmt	For	TNA	N/A
		4	Approve Remuneration Report	Mgmt	For	TNA	N/A
		5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; ApproveRemuneration for	Mgmt	For	TNA	N/A

Committee Work

6	Reelect Cornelis de Jong (Chair) as Director	Mgmt	For	TNA	N/A
7	Reelect Kim Stratton (Vice Chair) as Director	Mgmt	For	TNA	N/A
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	TNA	N/A
9	Other Business	Mgmt	N/A	TNA	N/A
10	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	TNA	N/A
11	Authorize Share Repurchase Program	Mgmt	For	TNA	N/A
12	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	TNA	N/A
13	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	TNA	N/A
14	Amend Remuneration Policy	Mgmt	For	TNA	N/A
15	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	TNA	N/A
16	Reelect Heine Dalsgaard as Director	Mgmt	For	TNA	N/A

17	Elect Sharon James as Director	Mgmt	For	TNA	N/A
18	Reelect Kasim Kutay as Director	Mgmt	For	TNA	N/A
19	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	TNA	N/A

Novozymes A/S

Ticker	Security ID:	Meeting Date	Meeting Status		
NZYMB	CINS K7317J133	03/30/2023	Take No Action		
Meeting Type	Country of Trade				
Special	Denmark				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Non-Voting Meeting Note	N/A	N/A	TNA	N/A
2	Non-Voting Meeting Note	N/A	N/A	TNA	N/A
3	Non-Voting Meeting Note	N/A	N/A	TNA	N/A
4	Merger/Acquisition	Mgmt	For	TNA	N/A
5	Amendments to Articles (Board Size)	Mgmt	For	TNA	N/A
6	Indemnification of Directors	Mgmt	For	TNA	N/A
7	Amendments to Articles (Indemnification)	Mgmt	For	TNA	N/A
8	Amendments to the Remuneration Policy	Mgmt	For	TNA	N/A
9	Authorization of Legal	Mgmt	For	TNA	N/A

	Formalities				
10	Non-Voting Meeting Note	N/A	N/A	TNA	N/A
11	Non-Voting Meeting Note	N/A	N/A	TNA	N/A
12	Non-Voting Meeting Note	N/A	N/A	TNA	N/A
13	Non-Voting Meeting Note	N/A	N/A	TNA	N/A

NVIDIA Corporation

Ticker	Security ID:	Meeting Date	Meeting Status			
NVDA	CUSIP 67066G104	06/22/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Robert K. Burgess	Mgmt	For	For	For	
2	Elect Tench Coxe	Mgmt	For	For	For	
3	Elect John O. Dabiri	Mgmt	For	For	For	
4	Elect Persis S. Drell	Mgmt	For	For	For	
5	Elect Jen-Hsun Huang	Mgmt	For	For	For	
6	Elect Dawn Hudson	Mgmt	For	For	For	
7	Elect Harvey C. Jones	Mgmt	For	For	For	
8	Elect Michael G. McCaffery	Mgmt	For	For	For	
9	Elect Stephen C. Neal	Mgmt	For	For	For	
10	Elect Mark L. Perry	Mgmt	For	For	For	
11	Elect A. Brooke Seawell	Mgmt	For	For	For	
12	Elect Aarti Shah	Mgmt	For	For	For	

13	Elect Mark A. Stevens	Mgmt	For	For	For
14	Advisory Vote on Executive Compensation	Mgmt	For	For	For
15	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
16	Ratification of Auditor	Mgmt	For	For	For

Otis Worldwide Corporation

Ticker	Security ID:	Meeting Date	Meeting Status			
OTIS	CUSIP 68902V107	05/18/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Jeffrey H. Black	Mgmt	For	For	For	
2	Elect Nelda J. Connors	Mgmt	For	For	For	
3	Elect Kathy Hopinkah Hannan	Mgmt	For	For	For	
4	Elect Shailesh G. Jejurikar	Mgmt	For	For	For	
5	Elect Christopher J. Kearney	Mgmt	For	For	For	
6	Elect Judith F. Marks	Mgmt	For	For	For	
7	Elect Harold W. McGraw III	Mgmt	For	For	For	
8	Elect Margaret M.V. Preston	Mgmt	For	For	For	
9	Elect Shelley Stewart, Jr.	Mgmt	For	For	For	
10	Elect John H. Walker	Mgmt	For	For	For	
11	Advisory Vote on Executive	Mgmt	For	For	For	

	Compensation				
12	Ratification of Auditor	Mgmt	For	For	For
13	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For

**PayPal Holdings,
Inc.**

Ticker	Security ID:	Meeting Date	Meeting Status		
PYPL	CUSIP 70450Y103	05/24/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Rodney C. Adkins	Mgmt	For	For	For
2	Elect Jonathan Christodoro	Mgmt	For	For	For
3	Elect John J. Donahoe II	Mgmt	For	For	For
4	Elect David W. Dorman	Mgmt	For	For	For
5	Elect Belinda J. Johnson	Mgmt	For	For	For
6	Elect Enrique Lores	Mgmt	For	For	For
7	Elect Gail J. McGovern	Mgmt	For	For	For
8	Elect Deborah M. Messemer	Mgmt	For	For	For
9	Elect David M. Moffett	Mgmt	For	For	For
10	Elect Ann M. Sarnoff	Mgmt	For	For	For
11	Elect Daniel H. Schulman	Mgmt	For	For	For
12	Elect Frank D. Yeary	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For

14	Amendment to the 2015 Equity Incentive Plan	Mgmt	For	For	For
15	Ratification of Auditor	Mgmt	For	For	For
16	Shareholder Proposal Regarding Policy Against Discriminatory Exclusion in Conflict Zones	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Transparency Reports and Account Suspensions	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Majority Vote for Election of Directors	ShrHoldr	Against	For	Against

Prologis, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
PLD	CUSIP 74340W103	05/04/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt

1	Elect Hamid R. Moghadam	Mgmt	For	For	For
2	Elect Cristina G. Bitá	Mgmt	For	For	For
3	Elect James B. Connor	Mgmt	For	For	For
4	Elect George L. Fotiades	Mgmt	For	For	For
5	Elect Lydia H. Kennard	Mgmt	For	For	For
6	Elect Irving F. Lyons, III	Mgmt	For	For	For
7	Elect Avid Modjtabai	Mgmt	For	For	For
8	Elect David P. O'Connor	Mgmt	For	For	For
9	Elect Olivier Piani	Mgmt	For	For	For
10	Elect Jeffrey L. Skelton	Mgmt	For	For	For
11	Elect Carl B. Webb	Mgmt	For	For	For
12	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
14	Ratification of Auditor	Mgmt	For	For	For

**Regeneron
Pharmaceuticals,
Inc.**

Ticker	Security ID:	Meeting Date	Meeting Status		
REGN	CUSIP 75886F107	06/09/2023	Voted		
Meeting Type	Country of Trade	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Joseph L. Goldstein	Mgmt	For	For	For

2	Elect Christine A. Poon	Mgmt	For	For	For
3	Elect Craig B. Thompson	Mgmt	For	For	For
4	Elect Huda Y. Zoghbi	Mgmt	For	For	For
5	Ratification of Auditor	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation	Mgmt	For	For	For
7	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
8	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	ShrHoldr	Against	Against	For

Roper Technologies, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status				
ROP	CUSIP 776696106	06/13/2023	Voted				
Meeting Type	Country of Trade						
Annual	United States	Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Shellye L. Archambeau	Mgmt	For	For	For		
2	Elect Amy W. Brinkley	Mgmt	For	For	For		
3	Elect Irene M. Esteves	Mgmt	For	For	For		
4	Elect L. Neil Hunn	Mgmt	For	For	For		
5	Elect Robert D. Johnson	Mgmt	For	For	For		
6	Elect Thomas P. Joyce, Jr.	Mgmt	For	For	For		

7	Elect Laura G. Thatcher	Mgmt	For	For	For
8	Elect Richard F. Wallman	Mgmt	For	For	For
9	Elect Christopher Wright	Mgmt	For	For	For
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Amendment to Articles Regarding Officer Exculpation	Mgmt	For	For	For

Salesforce, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status			
CRM	CUSIP 79466L302	06/08/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Marc R. Benioff	Mgmt	For	For	For	
2	Elect Laura Alber	Mgmt	For	For	For	
3	Elect Craig A. Conway	Mgmt	For	For	For	
4	Elect Arnold W. Donald	Mgmt	For	For	For	
5	Elect Parker Harris	Mgmt	For	For	For	
6	Elect Neelie Kroes	Mgmt	For	For	For	
7	Elect Sachin Mehra	Mgmt	For	For	For	
8	Elect G. Mason Morfit	Mgmt	For	For	For	

9	Elect Oscar Munoz	Mgmt	For	Against	Against
10	Elect John V. Roos	Mgmt	For	For	For
11	Elect Robin L. Washington	Mgmt	For	For	For
12	Elect Maynard G. Webb	Mgmt	For	For	For
13	Elect Susan D. Wojcicki	Mgmt	For	For	For
14	Amendment to the 2013 Equity Incentive Plan	Mgmt	For	Against	Against
15	Ratification of Auditor	Mgmt	For	For	For
16	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
17	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
18	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	ShrHoldr	Against	Against	For

Sanofi

Ticker	Security ID:	Meeting Date	Meeting Status		
SAN	CINS F5548N101	05/25/2023	Voted		
Meeting Type	Country of Trade				
Mix	France				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Non-Voting Meeting Note	N/A	N/A	N/A	N/A

2	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
3	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
4	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
5	Accounts and Reports; Non Tax-Deductible Expenses	Mgmt	For	For	For
6	Consolidated Accounts and Reports	Mgmt	For	For	For
7	Allocation of Profits/Dividends	Mgmt	For	For	For
8	Elect Frederic Oudea	Mgmt	For	For	For
9	2022 Remuneration Report	Mgmt	For	For	For
10	2022 Remuneration of Serge Weinberg, Chair	Mgmt	For	For	For
11	2022 Remuneration of Paul Hudson, CEO	Mgmt	For	For	For
12	2023 Directors' Fees	Mgmt	For	For	For
13	2023 Remuneration Policy (Board of Directors)	Mgmt	For	For	For
14	2023 Remuneration Policy (Chair)	Mgmt	For	For	For
15	2023 Remuneration Policy (CEO)	Mgmt	For	For	For
16	Appointment of Auditor (PwC)	Mgmt	For	For	For
17	Relocation of Corporate Headquarters	Mgmt	For	For	For
18	Authority to Repurchase and Reissue Shares	Mgmt	For	For	For
19	Authority to Cancel Shares and Reduce Capital	Mgmt	For	For	For
20	Authority to Issue Shares and Convertible Debt w/	Mgmt	For	For	For

	Preemptive Rights				
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Mgmt	For	For	For
22	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Mgmt	For	For	For
23	Authority to Issue Debt Instruments	Mgmt	For	For	For
24	Greenshoe	Mgmt	For	For	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Mgmt	For	For	For
26	Authority to Increase Capital Through Capitalisations	Mgmt	For	For	For
27	Employee Stock Purchase Plan	Mgmt	For	For	For
28	Authorisation of Legal Formalities	Mgmt	For	For	For
29	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
30	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
31	Non-Voting Meeting Note	N/A	N/A	N/A	N/A
32	Non-Voting Meeting Note	N/A	N/A	N/A	N/A

Starbucks Corporation

Ticker	Security ID:	Meeting Date	Meeting Status
SBUX Meeting	ISIN US8552441094 Country of Trade	03/23/2023	Voted

Type					
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Richard E. Allison, Jr.	Mgmt	For	For	For
2	Elect Andrew Campion	Mgmt	For	For	For
3	Elect Beth E. Ford	Mgmt	For	For	For
4	Elect Mellody Hobson	Mgmt	For	For	For
5	Elect JorgenÊVig Knudstorp	Mgmt	For	For	For
6	Elect Satya Nadella	Mgmt	For	For	For
7	Elect Laxman Narasimhan	Mgmt	For	For	For
8	Elect Howard Schultz	Mgmt	For	For	For
9	Advisory Vote on Executive Compensation	Mgmt	For	For	For
10	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
11	Ratification of Auditor	Mgmt	For	For	For
12	Shareholder Proposal Regarding Report On Plant-based Milk Pricing	ShrHoldr	Against	Against	For
13	Shareholder Proposal Regarding CEO Succession Planning	ShrHoldr	Against	Against	For
14	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
15	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	ShrHoldr	Against	For	Against

16	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee	ShrHoldr	Against	Against	For
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The AES Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
AES	CUSIP 00130H105	04/20/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Janet G. Davidson	Mgmt	For	For	For
2	Elect Andres R. Gluski	Mgmt	For	For	For
3	Elect Tarun Khanna	Mgmt	For	For	For
4	Elect Holly K. Koeppel	Mgmt	For	For	For
5	Elect Julia M. Laulis	Mgmt	For	For	For
6	Elect Alain Monie	Mgmt	For	For	For
7	Elect John B. Morse, Jr.	Mgmt	For	For	For
8	Elect Moises Naim	Mgmt	For	For	For
9	Elect Teresa M. Sebastian	Mgmt	For	For	For
10	Elect Maura Shaughnessy	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For

13	Ratification of Auditor	Mgmt	For	For	For
14	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	Against	For

The Charles Schwab Corporation

Ticker	Security ID:	Meeting Date	Meeting Status		
SCHW	CUSIP 808513105	05/18/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Marianne C. Brown	Mgmt	For	Against	Against
2	Elect Frank C. Herringer	Mgmt	For	Against	Against
3	Elect Gerri Martin-Flickinger	Mgmt	For	Against	Against
4	Elect Todd M. Ricketts	Mgmt	For	Against	Against
5	Elect Carolyn Schwab-Pomerantz	Mgmt	For	Against	Against
6	Ratification of Auditor	Mgmt	For	For	For
7	Advisory Vote on Executive Compensation	Mgmt	For	For	For
8	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
9	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	ShrHoldr	Against	Against	For

10	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	ShrHoldr	Against	Against	For
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**The Cooper
Companies, Inc.**

Ticker	Security ID:	Meeting Date	Meeting Status		
COO	CUSIP 216648402	03/15/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1.1	Elect Director Colleen E. Jay	Mgmt	For	For	For
1.2	Elect Director William A. Kozy	Mgmt	For	For	For
1.3	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For
1.4	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.5	Elect Director Gary S. Petersmeyer	Mgmt	For	For	For
1.6	Elect Director Maria Rivas	Mgmt	For	For	For
1.7	Elect Director Robert S. Weiss	Mgmt	For	For	For
1.8	Elect Director Albert G. White, III	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify	Mgmt	For	For	For

Named Executive Officers'
Compensation

5 Advisory Vote on Say on Pay Frequency Mgmt 1 Year 1 Year For

**The Home Depot,
Inc.**

Ticker	Security ID:	Meeting Date	Meeting Status		
HD	CUSIP 437076102	05/18/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Gerard J. Arpey	Mgmt	For	For	For
2	Elect Ari Bousbib	Mgmt	For	For	For
3	Elect Jeffery H. Boyd	Mgmt	For	For	For
4	Elect Gregory D. Brenneman	Mgmt	For	For	For
5	Elect J. Frank Brown	Mgmt	For	For	For
6	Elect Albert P. Carey	Mgmt	For	For	For
7	Elect Edward P. Decker	Mgmt	For	For	For
8	Elect Linda R. Gooden	Mgmt	For	For	For
9	Elect Wayne M. Hewett	Mgmt	For	For	For
10	Elect Manuel Kadre	Mgmt	For	For	For
11	Elect Stephanie C. Linnartz	Mgmt	For	For	For
12	Elect Paula Santilli	Mgmt	For	For	For
13	Elect Caryn Seidman-Becker	Mgmt	For	For	For

14	Ratification of Auditor	Mgmt	For	For	For
15	Advisory Vote on Executive Compensation	Mgmt	For	For	For
16	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
17	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	ShrHoldr	Against	For	Against
18	Shareholder Proposal Regarding Independent Chair	ShrHoldr	Against	For	Against
19	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Rescission of Majority-Supported Shareholder Proposal	ShrHoldr	Against	Against	For
21	Shareholder Proposal Regarding Public Positions on Political Speech	ShrHoldr	Against	Against	For

The Walt Disney Company

Ticker	Security ID:	Meeting Date	Meeting Status
DIS	ISIN US2546871060	04/03/2023	Voted
Meeting Type	Country of Trade		
Annual	United States		

Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Mary T. Barra	Mgmt	For	For	For
2	Elect Safra A. Catz	Mgmt	For	For	For
3	Elect Amy L. Chang	Mgmt	For	For	For
4	Elect Francis A. deSouza	Mgmt	For	For	For
5	Elect Carolyn N. Everson	Mgmt	For	For	For
6	Elect Michael B.G. Froman	Mgmt	For	For	For
7	Elect Robert A. Iger	Mgmt	For	For	For
8	Elect Maria Elena Lagomasino	Mgmt	For	For	For
9	Elect Calvin R. McDonald	Mgmt	For	For	For
10	Elect Mark G. Parker	Mgmt	For	For	For
11	Elect Derica W. Rice	Mgmt	For	For	For
12	Ratification of Auditor	Mgmt	For	For	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
15	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
16	Shareholder Proposal Regarding Charitable Contributions Disclosure	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	Against	For

**Thermo Fisher
Scientific Inc.**

Ticker	Security ID:	Meeting Date	Meeting Status			
TMO	CUSIP 883556102	05/24/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Marc N. Casper	Mgmt	For	For	For	
2	Elect Nelson J. Chai	Mgmt	For	For	For	
3	Elect Ruby R. Chandy	Mgmt	For	For	For	
4	Elect C. Martin Harris	Mgmt	For	For	For	
5	Elect Tyler Jacks	Mgmt	For	For	For	
6	Elect R. Alexandra Keith	Mgmt	For	For	For	
7	Elect James C. Mullen	Mgmt	For	For	For	
8	Elect Lars R. Sorensen	Mgmt	For	For	For	
9	Elect Debora L. Spar	Mgmt	For	For	For	
10	Elect Scott M. Sperling	Mgmt	For	For	For	
11	Elect Dion J. Weisler	Mgmt	For	For	For	
12	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
13	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
14	Ratification of Auditor	Mgmt	For	For	For	
15	Amendment to the 2013 Stock Incentive Plan	Mgmt	For	For	For	
16	Approval of the 2023 Employee Stock Purchase	Mgmt	For	For	For	

Plan

T-Mobile US, Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
TMUS	CUSIP 872590104	06/16/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1.1	Elect Andre Almeida	Mgmt	For	Withhold	Against
1.2	Elect Marcelo Claure	Mgmt	For	Withhold	Against
1.3	Elect Srikant M. Datar	Mgmt	For	Withhold	Against
1.4	Elect Srinivasan Gopalan	Mgmt	For	Withhold	Against
1.5	Elect Timotheus Hottges	Mgmt	For	Withhold	Against
1.6	Elect Christian P. Illek	Mgmt	For	Withhold	Against
1.7	Elect Raphael Kubler	Mgmt	For	Withhold	Against
1.8	Elect Thorsten Langheim	Mgmt	For	Withhold	Against
1.9	Elect Dominique Leroy	Mgmt	For	Withhold	Against
1.10	Elect Letitia A. Long	Mgmt	For	Withhold	Against
1.11	Elect G. Michael Sievert	Mgmt	For	Withhold	Against
1.12	Elect Teresa A. Taylor	Mgmt	For	Withhold	Against
1.13	Elect Kelvin R. Westbrook	Mgmt	For	Withhold	Against
2	Ratification of Auditor	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation	Mgmt	For	For	For
4	Frequency of Advisory Vote	Mgmt	3 Years	1 Year	Against

	on Executive Compensation				
5	Approval of the 2023 Incentive Award Plan	Mgmt	For	For	For
6	Amendment to the 2014 Employee Stock Purchase Plan	Mgmt	For	For	For

TPG Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
TPG	CUSIP 872657101	06/08/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect David Bonderman	Mgmt	For	Withhold	Against
2	Elect Gunther Bright	Mgmt	For	Withhold	Against
3	Elect Maya Chorengel	Mgmt	For	Withhold	Against
4	Elect Jonathan Coslet	Mgmt	For	Withhold	Against
5	Elect James Coulter	Mgmt	For	Withhold	Against
6	Elect Mary B. Cranston	Mgmt	For	Withhold	Against
7	Elect Kelvin Davis	Mgmt	For	Withhold	Against
8	Elect Deborah M. Messemer	Mgmt	For	Withhold	Against
9	Elect Ganendran Sarvananthan	Mgmt	For	Withhold	Against
10	Elect Todd B. Sisitsky	Mgmt	For	Withhold	Against
11	Elect David Trujillo	Mgmt	For	Withhold	Against
12	Elect Anilu Vasquez-Ubarri	Mgmt	For	Withhold	Against

13	Elect Jack Weingart	Mgmt	For	Withhold	Against
14	Elect Jon Winkelried	Mgmt	For	Withhold	Against
15	Elect James Coulter	Mgmt	For	Withhold	Against
16	Elect Kelvin Davis	Mgmt	For	Withhold	Against
17	Elect Ganendran Sarvananthan	Mgmt	For	Withhold	Against
18	Elect Todd B. Sisitsky	Mgmt	For	Withhold	Against
19	Elect David Trujillo	Mgmt	For	Withhold	Against
20	Elect Anilu Vasquez-Ubarri	Mgmt	For	Withhold	Against
21	Elect Jack Weingart	Mgmt	For	Withhold	Against
22	Elect Jon Winkelried	Mgmt	For	Withhold	Against
23	Advisory Vote on Executive Compensation	Mgmt	For	Against	Against
24	Frequency of Advisory Vote on Executive Compensation	Mgmt	3 Years	1 Year	Against
25	Ratification of Auditor	Mgmt	For	For	For
26	Amendment to the Certificate of Incorporation	Mgmt	For	For	For

Unilever plc

Ticker	Security ID:	Meeting Date	Meeting Status		
ULVR	CINS G92087165	05/03/2023	Voted		
Meeting Type	Country of Trade	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
Annual	United Kingdom				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Accounts and Reports	Mgmt	For	For	For

2	Remuneration Report	Mgmt	For	Against	Against
3	Elect Nils Andersen	Mgmt	For	For	For
4	Elect Judith Hartmann	Mgmt	For	For	For
5	Elect Adrian Hennah	Mgmt	For	For	For
6	Elect Alan Jope	Mgmt	For	For	For
7	Elect Andrea Jung	Mgmt	For	For	For
8	Elect Susan Kilsby	Mgmt	For	For	For
9	Elect Ruby Lu	Mgmt	For	For	For
10	Elect Strive T. Masiyiwa	Mgmt	For	For	For
11	Elect Youngme E. Moon	Mgmt	For	For	For
12	Elect Graeme D. Pitkethly	Mgmt	For	For	For
13	Elect Feike Sijbesma	Mgmt	For	For	For
14	Elect Nelson Peltz	Mgmt	For	For	For
15	Elect Hein Schumacher	Mgmt	For	For	For
16	Appointment of Auditor	Mgmt	For	For	For
17	Authority to Set Auditor's Fees	Mgmt	For	For	For
18	Authorisation of Political Donations	Mgmt	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Mgmt	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Mgmt	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Mgmt	For	For	For
22	Authority to Repurchase Shares	Mgmt	For	For	For
23	Authority to Set General Meeting Notice Period at 14 Days	Mgmt	For	Against	Against

**UnitedHealth Group
Incorporated**

Ticker	Security ID:	Meeting Date	Meeting Status			
UNH	CUSIP 91324P102	06/05/2023	Voted			
Meeting Type	Country of Trade					
Annual	United States					
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt	
1	Elect Timothy P. Flynn	Mgmt	For	For	For	
2	Elect Paul R. Garcia	Mgmt	For	For	For	
3	Elect Kristen Gil	Mgmt	For	For	For	
4	Elect Stephen J. Hemsley	Mgmt	For	For	For	
5	Elect Michele J. Hooper	Mgmt	For	For	For	
6	Elect F. William McNabb, III	Mgmt	For	For	For	
7	Elect Valerie C. Montgomery Rice	Mgmt	For	For	For	
8	Elect John H. Noseworthy	Mgmt	For	For	For	
9	Elect Andrew Witty	Mgmt	For	For	For	
10	Advisory Vote on Executive Compensation	Mgmt	For	For	For	
11	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For	
12	Ratification of Auditor	Mgmt	For	For	For	
13	Shareholder Proposal Regarding Racial Equity Audit	ShrHoldr	Against	Against	For	

14	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	ShrHoldr	Against	Against	For
15	Shareholder Proposal Regarding Severance Approval Policy	ShrHoldr	Against	For	Against

Visa Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
V	CUSIP 92826C839	01/24/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Director Lloyd A. Carney	Mgmt	For	Against	Against
2	Elect Director Kermit R. Crawford	Mgmt	For	For	For
3	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
4	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For
5	Elect Director Ramon Laguarta	Mgmt	For	For	For
6	Elect Director Teri L. List	Mgmt	For	For	For
7	Elect Director John F. Lundgren	Mgmt	For	For	For
8	Elect Director Denise M.	Mgmt	For	For	For

	Morrison				
9	Elect Director Linda J. Rendle	Mgmt	For	For	For
10	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
12	Advisory Vote on Say on Pay Frequency	Mgmt	1 Year	1 Year	For
13	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
14	Require Independent Board Chair	ShrHoldr	Against	Against	For

Walmart Inc.

Ticker	Security ID:	Meeting Date	Meeting Status		
WMT	CUSIP 931142103	05/31/2023	Voted		
Meeting Type	Country of Trade				
Annual	United States				
Issue No.	Description	Proponent	Mgmt Rec	Vote Cast	For/Agnst Mgmt
1	Elect Cesar Conde	Mgmt	For	For	For
2	Elect Timothy P. Flynn	Mgmt	For	For	For
3	Elect Sarah J. Friar	Mgmt	For	For	For
4	Elect Carla A. Harris	Mgmt	For	For	For
5	Elect Thomas W. Horton	Mgmt	For	For	For
6	Elect Marissa A. Mayer	Mgmt	For	For	For

7	Elect C. Douglas McMillon	Mgmt	For	For	For
8	Elect Gregory B. Penner	Mgmt	For	For	For
9	Elect Randall L. Stephenson	Mgmt	For	For	For
10	Elect S. Robson Walton	Mgmt	For	For	For
11	Elect Steuart L. Walton	Mgmt	For	For	For
12	Frequency of Advisory Vote on Executive Compensation	Mgmt	1 Year	1 Year	For
13	Advisory Vote on Executive Compensation	Mgmt	For	For	For
14	Ratification of Auditor	Mgmt	For	For	For
15	Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	ShrHoldr	Against	Against	For
16	Shareholder Proposal Regarding Human Rights Due Diligence Process Report	ShrHoldr	Against	Against	For
17	Shareholder Proposal Regarding Racial Equity Audit	ShrHoldr	Against	Against	For
18	Shareholder Proposal Regarding Racial and Gender Layoff Diversity Report	ShrHoldr	Against	Against	For
19	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	ShrHoldr	Against	Against	For
20	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	ShrHoldr	Against	Against	For

21	Shareholder Proposal Regarding Report on Corporate Operations with China	ShrHoldr	Against	Against	For
22	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence	ShrHoldr	Against	Against	For

Pursuant to the requirements of the Investment Company Act of 1940, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Registrant: **Putnam Sustainable Leaders Fund**

By: **/s/Stephen J. Tate**

Name: **Stephen J. Tate**

Title: **Vice President, Chief Legal Officer of Putnam Sustainable Leaders**

Fund

Date: **August 23, 2023**

