ISSUE CODE / POLICY ITEM	GLASS LEV	WIS POLICIES GL SRI	The Episcopal Approved Feb 2020)	Church Policies Recommended at 10/2023
				Changes since 2020
100-Election of Directors	CASE-BY-CASE	CASE-BY-CASE	Vote with GL (Exception "withhold votes for all-male boards")	Vote with GL - (Exception 1- "withhold votes for all-male boards";
				Exception 2 [new] "vote AGAINST the full nominating committee/board if voted AGAINST due to 'diversity concerns' in the previous year")
101-Election of Subsidiary Directors 102-Election of Directors (Slate)	CASE-BY-CASE CASE-BY-CASE	CASE-BY-CASE CASE-BY-CASE	Vote with GL Vote with GL (Exception "withhold votes for all-male boards")	Vote with GL - (Exception 1- "withhold votes for all-male boards";
				Exception 2 [new] "vote AGAINST the full nominating committee/board if voted AGAINST due to 'diversity concerns' in the previous year")
1100-Adoption of Cumulative Voting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1101-Elimination of Cumulative Voting	FOR	FOR	Vote with GL	Vote with GL
1103-Adoption of Majority Vote for Election of Directors 1105-Adoption of Classified Board	FOR AGAINST	FOR AGAINST	Vote with GL	Vote with GL Vote with GL
1106-Amendment to Classified Board	FOR	FOR	Vote with GL	Vote with GL
1107-Repeal of Classified Board	FOR	FOR	Vote with GL	Vote with GL
110-Change in Board Size	FOR (5-20)	FOR	AGAINST giving management discretion to alter size outside of a range without shareholder approval; otherwise vote with GL	AGAINST giving management discretion to alter size outside of a range without shareholder approval; otherwise vote with GL
1110-Adoption of Poison Pill	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1111-Redemption of Poison Pill	FOR	FOR	Vote with GL	Vote with GL
1112-Amendment to Poison Pill 1113-Opting Out of State Takeover Law	AGAINST CASE-BY-CASE	AGAINST CASE-BY-CASE	Vote with GL FOR	Vote with GL Vote with GL
1114-Opting into State Takeover Law	FOR	FOR	AGAINST	Vote with GL
1115-Restoration of Right to Call a Special Meeting	FOR	FOR	Vote case-by-case	Vote case-by-case
			FOR to increase shareholder rights	FOR to increase shareholder rights
			FOR (10% threshold)	FOR (10% threshold)
1116-Limitation of Right to Call a Special Meeting	AGAINST	AGAINST	Vote with GL	Vote with GL
1117-Elimination of Right to Call a Special Meeting 1119-Amend Articles to Hold Electronic-Only Shareholder Meetings	AGAINST AGAINST	AGAINST AGAINST	Vote with GL Vote with GL	Vote with GL Vote with GL
1120-Restoration of Written Consent	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1121-Limitation of Written Consent	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1122-Elimination of Written Consent	AGAINST	AGAINST	Vote with GL	Vote with GL
1125-Adoption of Supermajority Requirement 1126-Amendment to Supermajority Requirement	AGAINST CASE-BY-CASE	AGAINST CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
1127-Elimination of Supermajority Requirement	FOR	FOR	Vote with GL	Vote with GL
1130-Restoration of Preemptive Rights	AGAINST	AGAINST	Vote with GL	Vote with GL
1131-Elimination of Preemptive Rights 1135-Adoption of Advance Notice Requirement	FOR AGAINST	FOR AGAINST	Vote with GL	Vote with GL Vote with GL
1145-Company Name Change	FOR	FOR	Vote with GL	Vote with GL
1150-Change in State of Incorporation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
115-Authorization of Board to Set Board Size 1160-Adoption of Fair Price Provision	FOR CASE-BY-CASE	FOR CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
1161-Amendment to Fair Price Provision  1162-Repeal of Fair Price Provision	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
•				
1170-Adoption of Antigreenmail Provision 1172-Amendment to Investment Objective	FOR CASE-BY-CASE	FOR CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
1173-Amendment to Investment Objective  1173-Amendment to Investment Advisory Agreement/Sub-Advisory Agreement	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
, ,				
1175-Conversion of Fund to Open-End Investment Company  1180-Technical Amendments to Charter/Bylaw	CASE-BY-CASE FOR	CASE-BY-CASE FOR	Vote with GL  Vote with GL	Vote with GL
1181-Advisory Vote on SPAC Article Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1182-Approval of Exclusive Forum Provisions	AGAINST CASE-BY-CASE	AGAINST CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
		CAGE-DI-CAGE	VOIS WILL GE	VOIG WILLI GL
1184-Amendments to Charter/Bylaw - Bundled  1185-Misc. Article Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
•		CASE-BY-CASE CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
1185-Misc. Article Amendments	CASE-BY-CASE			
1185-Misc. Article Amendments 1186- Article Amendments - Proxy Access	CASE-BY-CASE  CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL

	GLASS LEW	VIS POLICIES	The Episcopal	Church Policies
ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
1200-Merger/Acquisition	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
120-Removal of Director(s)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1201-Aproval of SPAC Transaction	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1210-Recapitalization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1220-Restructuring/Reorganization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1230-Liquidation of the Company	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1240-Buyout	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1250-Spin-off	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1270-Sale of Assets	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1280-Corporate Action (Conversion Rights)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
130-Authority to Fill Director Vacancy w/out Shareholder Approval	FOR	FOR	Vote with GL	Vote with GL
1385-Misc. Proposal Regarding Management [seeking shareholder approval to amend the Fund's management contract to include: • Adding a performance adjustment component to the Fund's management fee that would reward Fidelity Management and Research Company ("FMR") by increasing management fees when the Fund outperforms its benchmark index and would penalize FMR by decreasing management fees when the Fund underperforms its benchmark index; and • Giving the board the authority to change the Fund's performance adjustment index going forward, without shareholder consent.]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1390-Misc. Proposal Regarding the Board [seeking election of named individual as a clerk of the bank]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1395-Misc. Proposal	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
1398-Management Proposal on Say on Climate	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL; Exception - vote case-by-case on these proposals at Climate Action 100+ companies
140-Director & Officer Liability/Indemnification	CASE-BY-CASE (Previously FOR)	CASE-BY-CASE (Previously FOR)	AGAINST indemnification for actions that could beconsidered fraudulent, illegal, or willful misconduct; otherwise vote with GL	AGAINST indemnification for actions that could beconsidered fraudulent, illegal, or willful misconduct; otherwise vote with GL
2000-SHP Regarding Board Independence [shareholder proposal requesting that the board establish a policy whereby director nominees have no existing business or personal relationships, either directly or indirectly, with the senior management or the Company, and all qualifying board members be paid fees and awards for board service only]	FOR	FOR	Vote with GL	Vote with GL
200-Ratification of Auditor	FOR	FOR	AGAINST if the sum of fees for "Tax Fees" and "All Other Fees" (categories required for Schedule 14a by the SEC) is greater than five percent of the total fees paid to the auditing firm; otherwise vote with GL	Vote case-by-case; vote case-by-case on 'vote no' campaigns
2010-SHP Regarding Director Tenure	AGAINST	AGAINST	Vote with GL	Vote with GL
2015-SHP: Director Retirement Age 2020-SHP Minimum Stock Ownership by Directors or Executives	AGAINST CASE-BY-CASE	AGAINST CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
2025-91 Preparting Board Composition [shareholder proposal requesting that the board take every reasonable step to ensure that women and minority candidates are in the pool from which board nominees are chosen, and publicly commit itself to a policy of board inclusiveness. The board should report by September 2012 to shareholders on its efforts to encourage diversified representation on the board.]	CASE-BY-CASE	CASE-BY-CASE	FOR women and minorities and board inclusiveness; otherwise vote with GL	FOR women and minorities and board inclusiveness; otherwise vote with GL
2030-SHP Regarding Directors' Roles in Corporate Strategy [no example resolution found]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2040-SHP Regarding Nominating a Lead Director	FOR FOR	FOR FOR	Vote with GL	Vote with GL
2050-SHP Regarding Independent Board Chairman/Separation of Chair and CEO			Vote with GL	Vote with GL
2060-SHP Regarding the Requirement of Nominee Statements in the Proxy 2070-SHP Regarding Double Board Nominees [shareholder proposal seeking to require that the nomination and governance committee nominate two candidates for each directorship to be filled by shareholder vote at annual meetings. The proxy statements should include the candidates' background and a statement by each candidate as to why he or she believes they should be elected.]	CASE-BY-CASE CASE-BY-CASE	CASE-BY-CASE CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
2075-SHP Regarding Director Liability [shareholder proposal seeking to amend the Company's bylaws and certificate of incorporation, in compliance with applicable law, by inserting the following section: "Section 59h. Notwithstanding other provisions of these bylaws, the Company shall not indemnify any director for any liability resulting from alleged harm to the natural environment, public health or human rights incurred in his or her capacity as a director, except to the extent such indemnification is required by Delaware Law. The provision, consistent with Section 59g, shall not adversely affect any right or protection of a director existing with respect to any act or omission occurring prior to or at the time of enactment of this provision, and any change in indemnity limits pursuant to this provision shall only be applied to an individual director upon subsequent establishment or renewal of his or her directorship. In the event of a conflict between this provision and other corporate governance documents, applicability shall be determined pursuant to Delaware Law."]		CASE-BY-CASE	Vote with GL	Vote with GL
2080-SHP Regarding Director Training [shareholder proposal requesting that as the terms of current directors expire at least one candidate be recommended who is a recognized authority on environmental matters relevant to hydrocarbon exploration and production, as well as independent by NYSE standards]	CASE-BY-CASE	CASE-BY-CASE	FOR	FOR
2081-SHP Regarding Disclosure of Director Training Programs	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL

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270.54P Regarding formation of Environmental/Social Committee of the Board  CASE-SYCASE  CASE-SY					
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2013-SEP Regarding Limitations on Auditor Services (immed byviace to prohibit or provided from the control of t					Schedule 14a by the SEC) is greater than five
223-98-PR Regarding Limitations on Auditor Services (personal by-leves to prohibit purpose)  223-98-PR Regarding Rolation of Auditor  223-98-PR Regarding Auditor (Alexanders and Annual Meeting)  223-98-PR Regarding Change (Opposition to Directic Compensation)  223-98-PR Regarding Alexander (Survey)  223-98-PR Regarding Charader (Survey)  223-98-PR Regarding Charader (Survey)  223-98-PR Regarding Charader (Survey)  223-98-PR Regarding Charader (Survey)					
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CASE_BY_CASE   CASE					Schedule 14a by the SEC) is greater than five
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2305-SHP Regarding Changel Cha					
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2301-25FF Regarding Allowing Shareholders to Vote on (Some Aspect) of CasE-BY-CASE   Vote with GL SRI   Vo	2300-SHP Regarding Restricting Executive Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
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2305-SHP Regarding Linking Exocutive Compensation (Say on Pay) 2305-SHP Regarding Linking Exocutive Compensation 2310-SHP Regarding Discours of Executive Compensation 2310-SHP Regarding Discours of Executive Compensation 2310-SHP Regarding Regarding Regarding Regarding Regarding Section (Say 1997) 2313-SHP Regarding Regarding Regarding Regarding Section (Say 1997) 2313-SHP Regarding Regarding regarding Section (Say 1997) 2313-SHP Regarding re		CASE-BY-CASE	FUR	VOICE WILLI GL SKI	VOICE WILL GL SKI
2007-58FF Regarding Linking Executive Pay to Social Criteria  2011-58FF Regarding Disclosure of Executive Compensation  AGAINST FOR Vide with GL SRI Vote with GL SRI SRI Vote with GL SRI Vote with GL SRI Vote with GL SRI SRI Vo		FOR	FOR	Vote with GL SRI	Vote with GL SRI
231-3-19 Regarding Reap and/or Gender Pay Egult Peters of the State of					
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of any future extraordinary retirement benefits for service securitives. This policy would be implemented in a manner that does not violate up violating employment agreement of vested perision benefit.]  215-67HP Regarding Glood, Option Policy (planetholder proposal requesting that the awarded to senior executives and that no current stock options are reprised or renewed!  2320-SHP Regarding Restricting Director Compensation  AGAINST  AGAINST  AGAINST  FOR  FOR  FOR  AGAINST  FOR  FOR requirements that at least twenty-free processor of payments to directors be in stock; AGAINST otherwise  2320-SHP Regarding Paying Directors in Stock (GL had no analyses for this issue code)  2330-SHP Regarding Golden Parachutes  2330-SHP Regarding Retirement and Sender Equity Commensation  CASS-BY-CASE  CASS-BY-CASE  CASS-BY-CASE  CASS-BY-CASE  Over with GL  Vote with					
swould be implemented in a manner that does not violate any existing employment agreement or vested pension hearing?  2315-SHP Regarding Stock Option Policy (Shareholder proposal requesting that the board other and seasons of the company, or to any off this the sould not receive and that no current stock options are seasons.  2325-SHP Regarding Restricting Director Compensation  2325-SHP Regarding Restricting Directors in Stock (GL had no analyses for this issue code)  2325-SHP Regarding Restricting Directors in Stock (GL had no analyses for this issue code)  2325-SHP Regarding Restricting Bost (GL had no analyses for this issue code)  2325-SHP Regarding Golden Parachutes  2325-SHP Regarding Golden Parachutes  2325-SHP Regarding Golden Parachutes  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Parachutes  2325-SHP Regarding Stock (GL had no analyses for this issue code)  2325-SHP Regarding Parachutes  2325-SHP Regarding Regarding Stock (Options [shareholder proposal requesting Parachutes		FOR	FOR	vote with GL	Vote with GL
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230-SHP Regarding Golden Parachutes  FOR Vote with GL. Vote with GL.  Vote with G	code)				percent of payments to directors be in stock;
2331-SHP Recoupment of Uneamed Bonuses (Clawback)  CASE-BY-CASE FOR Vote with GL SRI  Vote with GL SRI				AGAINST otherwise	AGAINST otherwise
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2340-SHP Regarding Performance-Based Equity Compensation  CASE-BY-CASE  ASS-BY-CASE  CASE-BY-CASE  CASE-BY-CASE  ASS-BY-CASE  CASE-BY-CASE  Vote with GL  Vo					
2350-SHP Regarding Pension Fund Surplus [shareholder proposal requesting that the board obtain approval of any future supplemental executive retirement plan (YSERP') or individual retirement arrangement for senior executives that provides preferential benefit formulas or supplemental pension benefits that are not provided to other managers under the Company's regular tax-qualified pension plan. This policy should not violate any existing employment agreement or vested pension benefit.  2370-SHP Regarding Compensation Consultants [shareholder proposal seeking approval to request the board of directors to adopt a policy stating that any consultant retained to advise the board of the board's compensation consultant, should not be retained to provide any other services to the Company, to any affiliate of the Company, or to any of the Company in the Company or to any of the Company in t					
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2500-SHP Regarding Cumulative Voting  CASE-BY-CASE CASE-B	' '			1	
2500-SHP Regarding Cumulative Voting  CASE-BY-CASE CASE-B	less our parties of the control of t	0.05 =::::::::		1, 1, 1, 0,	
2502-SHP Regarding Confidential Voting  CASE-BY-CASE CASE	2395-SHP Regarding Misc. Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2502-SHP Regarding Confidential Voting  CASE-BY-CASE CASE	2500-SHP Regarding Cumulative Voting	CASE-BY-CASE	CASE-RY-CASE	Vote with GL	Vote with GL
2503-SHP Regarding Recapitalization  CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE Vote with GL					
2510-SHP Regarding Counting Shareholder Votes [shareholder proposal requesting that the board take steps to adopt a recapitalization plan for all of the Company's outstanding stock to have one vote per share (including encouragement and negotiation with Ford family shareholders to request that they relinquish, for the common good of all shareholders, any preexisting rights)]	2503-SHP Regarding Recapitalization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
requesting that the board take steps to adopt a recapitalization plan for all of the Company's outstanding stock to have one vote per share (including encouragement and negotiation with Ford family shareholders to request that they relinquish, for the common good of all shareholders, any preexisting rights)]	2505-SHP Regarding Discretionary Voting (GL had no analyses for this issue code)			Vote with GL	Vote with GL
requesting that the board take steps to adopt a recapitalization plan for all of the Company's outstanding stock to have one vote per share (including encouragement and negotiation with Ford family shareholders to request that they relinquish, for the common good of all shareholders, any preexisting rights)]	OF 40 CUID Departing Counting Object to Live Vision In Counting Object To	CACE DV C: CE	CACE DV C: CE	\\-\tau_1\\-\tau_2\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	Vete with O
Company's outstanding stock to have one vote per share (including encouragement and negotiation with Ford family shareholders to request that they relinquish, for the common good of all shareholders, any preexisting rights)]		CASE-BY-CASE	CASE-BY-CASE	vote with GL	vote with GL
encouragement and negotiation with Ford family shareholders to request that they relinquish, for the common good of all shareholders, any preexisting rights)]				1	
relinquish, for the common good of all shareholders, any preexisting rights)]					
				1	
2515-SHP Regarding Majority Vote for Election of Directors FOR FOR Vote with GL Vote with GL	2515-SHP Regarding Majority Vote for Election of Directors	JFOR .	FOR	Vote with GL	Vote with GL

	GLASS LEWIS POLICIES		The Episcopal Church Policies	
ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
2520-SHP Regarding Allowing Shareholder Input on Proxy [shareholder proposal	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
requesting that the Company includes a binding amendment to the Company's				
bylaws which requires that shareholders that hold over 5% of the Company's				
common stock for a period of two years have the right to access the Company's				
proxy statement and make director nominations, are allowed to vote for nominees on the proxy card and are allowed to make certain qualification disclosures				
regarding nominees in the proxy statement]				
2521-SHP Reimbursement of Solicitation Expenses	FOR	FOR	Vote with GL	Vote with GL
2522-SHP Shareholder Access to the Nomination Process	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL
2530-SHP Regarding Improvements to Meeting Reports (GL had no analyses for	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
this issue code)				
2535-SHP Regarding Removal of Directors	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2540-SHP Regarding Preemptive Rights	CASE-BY-CASE	CASE-BY-CASE	AGAINST preemptive rights; GL otherwise	AGAINST preemptive rights; GL otherwise
			11.1	14.4 777 01
2550-SHP Regarding the Declassification of the Board 2555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills	FOR FOR	FOR FOR	Vote with GL	Vote with GL Vote with GL
2560-SHP Regarding Reducing Supermajority Provisions	FOR	FOR	Vote with GL	Vote with GL
2565-SHP Regarding Eliminating Supermajority Provisions	FOR	FOR	Vote with GL	Vote with GL
2570-SHP Regarding Repealing Fair Price Provisions (an anti-takeover measure)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
,				
2575-SHP Regarding Right to Call a Special Meeting	CASE-BY-CASE	CASE-BY-CASE	Vote case-by-case	Vote case-by-case
			Vote For to increase shareholder rights	Vote For to increase shareholder rights
			FOD (400)( 4bbld)	FOD (400/ #bb-14)
2500 CHD Boggrding Dight to Act by Written Concept	FOR	FOR	FOR (10% threshold)	FOR (10% threshold)
2580-SHP Regarding Right to Act by Written Consent 2585-SHP Regarding Antigreenmail Provisions (deterrence AGAINST board	FOR	FOR	Vote with GL Vote with GL	Vote with GL Vote with GL
passing a share buyback)	311	. 511	T SEE SAUL SE	1555 7101 52
2587-SHP Regarding Sale of the Company or Assets	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
			1	
2588-SHP Requiring Directors to Consider the Effects of Mergers, Takeovers or	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
Acquisitions on Company Stakeholders	<u> </u>		1	
2590-SHP Regarding Reincorporation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2593-SHP Regarding Annual Meeting Date	AGAINST	AGAINST	Vote with GL	Vote with GL
2594-SHP Regarding Annual Meeting Location	AGAINST	AGAINST CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
2595-SHP Regarding Misc. Board/Shareholder Rights Issue (GL had no analyses for this issue code)	CASE-BY-CASE	CASE-BY-CASE	VOICE WILLI GL	Vote With GL
2600-SHP Regarding Ceres Principles (a 10-point code of corporate environmenta	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
ideals)	OAGE-B1-OAGE	I OIL	Vote Will GE SIXI	Vote with GE GIVI
2605-SHP Regarding Report/Action on Climate Change	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2610-SHP Regarding Sustainability Report	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2611-SHP Regarding Environmental Report	FOR	FOR	FOR	Vote FOR
2615-SHP Regarding Review Energy Efficiency & Renewables	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2620-SHP Regarding Bioengineering / Nanotechnology Safety	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2640-SHP Regarding Review Nuclear Facility/Waste	AGAINST	FOR	FOR reports on the risks associated with	FOR reports on the risks associated with
			irradiated fuel rods; AGAINST resolutions asking for an end to nuclear power-related	irradiated fuel rods; AGAINST resolutions asking for an end to nuclear power-related
			activities; otherwise vote with GL	activities; otherwise vote with GL
			activities, otherwise vote with GE	activities, otherwise vote with GE
2645-SHP Regarding Report on Power Plant Construction (GL had no analyses fo	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
this issue code)				
2650-SHP Regarding Report on Nuclear Weapons Production	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2655-SHP Regarding Ending Nuclear Weapons Production	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2660-SHP Regarding Space Weapons (SH proposal requesting a report on space	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
weapons with the long term goal of reducing or eliminating space weapons.)				
2661-SHP Regarding Firearms	CASE-BY-CASE	CASE-BY-CASE	Case by case. Support any proposal that	Case by case. Support any proposal that
2001-3FF Regarding Filearnis	CASE-BT-CASE	CASE-BT-CASE	seeks to reduce the illegal use of firearms.	seeks to reduce the illegal use of firearms.
2670-SHP Regarding Improving Elimination of Dioxin Formation	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2671-SHP Regarding Report on Financial Risks of Cyanide Leaching	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2675-SHP Regarding Safe Management of Wastes Contaminated by PCBs	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2680-SHP Regarding Phasing Out PVC Products in Medical Products	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2681-SHP Regarding Labeling Devices Containing PVC Plasticized with DEHP	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
	1.0.1110=	500	1,4,4, 31, 61, 62,	144 14 01 001
2682-SHP Regarding Eliminating Mercury Pollution from the Hospital Waste	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
Stream 2683-SHP Regarding Phasing Out Retail Sale of Mercury Fever Thermometers	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2000-01 II: Negaruling Friability Out Netall Sale of Mercury Fever Thermometers	AGAINGT	I OK	VOIS WILL GE SIXI	VOIG WILLI GE STA
2684-SHP Regarding Adoption of Comprehensive Recycling Strategies	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2685-SHP Regarding Company Product Responsibility	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2686-SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2690-SHP Regarding Report on Antibiotics in Animal Agriculture	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2693-SHP Regarding Say on Climate	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2695-SHP Regarding Misc. Energy/Environmental Issues (Company policy on	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
recycling electronic waste) 2700-SHP Regarding Report on EEO	CASE BY CASE	EOR	Vote with CL SD!	Vote with CL SB!
2700-SHP Regarding Report on EEO 2705-SHP Regarding Monitoring/Adopting ILO (International Labor Organization)	CASE-BY-CASE CASE-BY-CASE	FOR FOR	Vote with GL SRI Vote with GL SRI	Vote with GL SRI Vote with GL SRI
Conventions	CAOL-DI-CASE	l Oil	VOICE WILLI OF OLV	VOIS WILL OLD OIG
2710-SHP Regarding Review of Global Labor Practices	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2711-SHP Regarding Reporting on Company's Compliance with International	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
Human Rights Standards				
2713-SHP Regarding Independent Verification of Contractors' Compliance with	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
Labor and Human Rights Standards	1.0.11:	500	144 31 01 05	14 4 14 01 00:
2715-SHP Regarding MacBride Principles (fair employment)	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2720-SHP Regarding Support of Fair Trade Coffee	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2725-SHP Regarding Review Mexican Work Force Conditions	CASE-BY-CASE CASE-BY-CASE	FOR FOR	Vote with GL SRI Vote with GL SRI	Vote with GL SRI Vote with GL SRI
2730-SHD Regarding Adopting Standards for Mayican Operation	OUNTED 1-CHOE	FOR	Vote with GL SRI	Vote with GL SRI
2730-SHP Regarding Adopting Standards for Mexican Operation 2735-SHP Regarding Prohibiting Forced Labor in China	CASE-RY-CASE			
2735-SHP Regarding Prohibiting Forced Labor in China	CASE-BY-CASE CASE-BY-CASE		IVote with GL SRI	IVote with GL SRI
2735-SHP Regarding Prohibiting Forced Labor in China	CASE-BY-CASE CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2735-SHP Regarding Prohibiting Forced Labor in China 2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China	CASE-BY-CASE CASE-BY-CASE	FOR FOR	Vote with GL SRI	Vote with GL SRI
2735-SHP Regarding Prohibiting Forced Labor in China 2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	FOR FOR FOR	Vote with GL SRI Vote with GL SRI	Vote with GL SRI Vote with GL SRI
2735-SHP Regarding Prohibiting Forced Labor in China 2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan 2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan	CASE-BY-CASE  CASE-BY-CASE  CASE-BY-CASE  CASE-BY-CASE	FOR FOR FOR	Vote with GL SRI Vote with GL SRI Vote with GL SRI	Vote with GL SRI Vote with GL SRI Vote with GL SRI
2735-SHP Regarding Prohibiting Forced Labor in China 2737-SHP Regarding Adoption and Implementation of the China Business Principles 2740-SHP Regarding Code of Conduct in China 2745-SHP Regarding Reviewing Operations in Burma/The Sudan	CASE-BY-CASE CASE-BY-CASE CASE-BY-CASE	FOR FOR FOR	Vote with GL SRI Vote with GL SRI	Vote with GL SRI Vote with GL SRI

	GLASS LEWIS POLICIES		The Episcopal Church Policies	
ISSUE CODE / POLICY ITEM	GL GENERAL	GL SRI	Approved Feb 2020)	Recommended at 10/2023
2760-SHP Regarding No Loans/Government Contracts in Misc. Country (GL had no analyses for this issue code)	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2765-SHP Regarding Military Contracts/Sales	AGAINST	FOR	FOR reports on processes and procedures for foreign military sales; otherwise vote with GL	FOR reports on processes and procedures for foreign military sales; otherwise vote with GL
2768-SHP Regarding Offering Existing Participants Option To Retain Pension Plan	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2770-SHP Regarding Plant Closings 2773-SHP Regarding Report on How Workers' Rights Will be Respected During	AGAINST AGAINST	FOR FOR	Vote with GL SRI Vote with GL SRI	Vote with GL SRI Vote with GL SRI
Downsizings 2774-SHP Regarding Freeze Executive Pay During Layoffs	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2775-SHP Regarding Adopting Sexual Orientation Anti-Bias Policy	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2780-SHP Regarding Report on Effect of Health Pandemics on the Company and	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
Its Response 2785-SHP Regarding Misc. Worker Health/Safety (GL had no analyses for this	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
issue code)	CAGE-BT-CAGE	TOIC	Vote with GE GIVI	Vote with GE SIXI
2790-SHP Regarding Misc. Labor Issues/Policies (report on working and living conditions within company facility)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2795-SHP Regarding Misc. Human/Political Rights Policies (create a board committee on human rights)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2800-SHP Regarding Tobacco/Alcohol	CASE-BY-CASE	FOR	resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on	FOR resolutions regarding investment company avoidance of tobacco investments and making company facilities smokefree, FOR resolutions regarding the creation of industry standards for limiting smoking in movies, FOR resolutions regarding reviews of tobacco use in movies, and AGAINST resolutions requesting divestiture of movie businesses based on tobacco use in movies; vote with GL re alcohol
2810-SHP Regarding Drug Pricing/Distribution	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2815-SHP Regarding Animal Welfare	AGAINST	FOR	FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI	FOR resolutions regarding reviews of animal welfare policies; AGAINST on resolutions regarding ending animal testing (except FOR resolutions regarding ending animal testing for cosmetics and undertaking humane slaughtering techniques); otherwise vote with GL SRI
2820-SHP Regarding Fair Lending Policy	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2825-SHP Regarding Pregnancy/Abortion Issues	AGAINST	AGAINST	AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients; otherwise vote with GL	AGAINST resolutions regarding limits on the production or provision of contraceptives and/or abortifacients; otherwise vote with GL
2830-SHP Regarding Reviewing Charitable Spending	CASE-BY-CASE	FOR	AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI	AGAINST reviewing to cut charitable spending or to cut charitable spending; otherwise vote with GL SRI
2835-SHP Regarding Limiting or Ending Charitable Spending	AGAINST	AGAINST	Vote with GL	Vote with GL
2840-SHP Regarding Reviewing Political Spending or Lobbying	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2845-SHP Regarding Limiting or Ending Political Spending 2850-SHP Regarding Affirmation of Political Nonpartisanship	CASE-BY-CASE AGAINST	FOR FOR	Vote with GL SRI Vote with GL SRI	Vote with GL SRI Vote with GL SRI
2855-SHP Regarding Disclosure of Prior Government Service	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2860-SHP Regarding Refraining from Challenging Government Laws	AGAINST	FOR	Vote with GL	Vote with GL
2870-SHP Regarding Oil&Gas Transparency Initiative	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2880-SHP Regarding Racial Equity Audit 2885-SHP Regarding Participation in Funding of Micro-Finance Groups	CASE-BY-CASE AGAINST	CASE-BY-CASE FOR	Vote with GL Vote with GL SRI	Vote case-by-case Vote with GL SRI
2890-SHP: Ethical Criteria for Marketing Breast Milk Substitutes	AGAINST	FOR	Vote with GL SRI	Vote with GL SRI
2895-SHP Regarding Misc. Social Issue (use of conflict minerals)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2905-SHP Regarding Identification of Proponents Of SHPs (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
years) 2910-SHP Regarding Reports on Legal Expenditures Related To Legal Compliance/Lawsuits	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2940-SHP Regarding Repeal of Bylaw Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
2950-SHP Regarding Company Compliance with Corporate Governance Codes (GL could provide no examples for this issue code because it hasn't appeared on a proxy in several years)	CASE-BY-CASE	FOR	Vote with GL SRI	Vote with GL SRI
2995-SHP: Misc. Issues (SH request to list company stock on a national securities exchange)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
300-Adoption of Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
310-Amendment to Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
312-Adoption of Restricted Stock Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
313-Amendment to Restricted Stock Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
320-Adoption of Employee Stock Purchase Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
330-Amendment to Employee Stock Purchase Plan 340-Stock Option Grants	CASE-BY-CASE CASE-BY-CASE	CASE-BY-CASE CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
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350-Option Exchange/Repricing 370-Adoption of Deferred Compensation Plan	CASE-BY-CASE CASE-BY-CASE	CASE-BY-CASE CASE-BY-CASE	Vote with GL Vote with GL	Vote with GL Vote with GL
·				
375-Amendment to Deferred Compensation Plan 400-Bonus/162(m) Plan	CASE-BY-CASE FOR	CASE-BY-CASE FOR	Vote with GL  Vote with GL	Vote with GL Vote with GL
410-Amendment to Bonus/162(m) Plan	FOR	FOR	Vote with GL	Vote with GL
500-Adoption of Director Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL
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	GLASS LEWIS POLICIES		The Episcopal Church Policies		
ISSUE CODE / POLICY ITEM	GL GENERAL GL SRI		Approved Feb 2020)	Recommended at 10/2023	
510-Amendment to Director Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
595-Misc. Proposal Regarding Director Pay [seeking shareholder approval of the Company's director compensation]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
Company's director compensation 600-Limit of Annual Awards [Re-approval of performance measures and award	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
limits in the 2004 Executive Officer Cash Bonus Plan]				-	
605-Advisory Vote on Executive Compensation	CASE-BY-CASE	CASE-BY-CASE	FOR resolutions seeking more frequent votes by shareholders (for example, from three years to two years or one year, or two years to one year)	FOR resolutions seeking more frequent votes by shareholders (for example, from three years to two years or one year, or two years to one year)	
610-Approval of Employment Agreements	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
695-Miscellaneous Proposal Regarding Executive Pay [seeking shareholder approval of the 2011 Senior Executive Warrant Plan]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
700-Transaction of Other Business [seeking shareholder approval to transact any and all other business properly brought before the meeting]	AGAINST	AGAINST	Vote with GL	Vote with GL	
710-Right to Adjourn Meeting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
800-Increase in Authorized Common Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
805-Amendment to Authorized Common Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
810-Decrease in Authorized Common Stock	FOR	FOR	Vote with GL	Vote with GL	
820-Increase in/Authorization of Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
825-Amendment to Authorized Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
830-Decrease in Authorized Preferred Stock	FOR	FOR	Vote with GL	Vote with GL	
835-Cancellation of Authorized Preferred Stock	FOR	FOR	Vote with GL	Vote with GL	
840-Increase in/Authorization of Dual Class Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
845-Elimination of Dual Class Stock	FOR	FOR	Vote with GL	Vote with GL	
850-Amendment to Dual Class Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
860-Issuance of Common Stock	FOR	FOR	Vote with GL	Vote with GL	
870-issuance of Warrants	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
880-Issuance of Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	
883-Issuance of Debt Instruments	FOR	FOR	Vote with GL	Vote with GL	
884-Conversion of Debt Instruments	FOR	FOR	Vote with GL	Vote with GL	
885-Amendment to Provisions of Debt Instruments	FOR	FOR	Vote with GL	Vote with GL	
890-Stock Split	FOR	FOR	Vote with GL	Vote with GL	
895-Reverse Stock Split	FOR	FOR	Vote with GL	Vote with GL	
896-Share Repurchase	FOR	FOR	Vote with GL	Vote with GL	
897-Reverse Stock Split Followed by a Forward Stock Split	CASE-BY-CASE	CASE-BY-CASE	Vote with GL	Vote with GL	