

**Domestic & Foreign Missionary Society
Proxy Voting Guidelines**

ISSUE CODE / POLICY ITEM	GLASS LEWIS POLICIES		The Episcopal Church Policies
	GL GENERAL	GL SRI	Adopted at 10/2023
100-Election of Directors	CASE-BY-CASE	CASE-BY-CASE	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	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
102-Election of Directors (Slate)	CASE-BY-CASE	CASE-BY-CASE	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
1101-Elimination of Cumulative Voting	FOR	FOR	Vote with GL
1103-Adoption of Majority Vote for Election of Directors	FOR	FOR	Vote with GL
1105-Adoption of Classified Board	AGAINST	AGAINST	Vote with GL
1106-Amendment to Classified Board	FOR	FOR	Vote with GL
1107-Repeal of Classified Board	FOR	FOR	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
1110-Adoption of Poison Pill	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1111-Redemption of Poison Pill	FOR	FOR	Vote with GL
1112-Amendment to Poison Pill	AGAINST	AGAINST	Vote with GL
1113-Opting Out of State Takeover Law	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1114-Opting into State Takeover Law	FOR	FOR	Vote with GL
1115-Restoration of Right to Call a Special Meeting	FOR	FOR	Vote case-by-case FOR to increase shareholder rights FOR (10% threshold)
1116-Limitation of Right to Call a Special Meeting	AGAINST	AGAINST	Vote with GL
1117-Elimination of Right to Call a Special Meeting	AGAINST	AGAINST	Vote with GL
1119-Amend Articles to Hold Electronic-Only Shareholder Meetings	AGAINST	AGAINST	Vote with GL
1120-Restoration of Written Consent	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1121-Limitation of Written Consent	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1122-Elimination of Written Consent	AGAINST	AGAINST	Vote with GL
1125-Adoption of Supermajority Requirement	AGAINST	AGAINST	Vote with GL
1126-Amendment to Supermajority Requirement	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1127-Elimination of Supermajority Requirement	FOR	FOR	Vote with GL
1130-Restoration of Preemptive Rights	AGAINST	AGAINST	Vote with GL
1131-Elimination of Preemptive Rights	FOR	FOR	Vote with GL
1135-Adoption of Advance Notice Requirement	AGAINST	AGAINST	Vote with GL
1145-Company Name Change	FOR	FOR	Vote with GL
1150-Change in State of Incorporation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
115-Authorization of Board to Set Board Size	FOR	FOR	Vote with GL
1160-Adoption of Fair Price Provision	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1161-Amendment to Fair Price Provision	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1162-Repeal of Fair Price Provision	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1170-Adoption of Antigreenmail Provision	FOR	FOR	Vote with GL

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1172-Amendment to Investment Objective	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1173-Amendment to Investment Advisory Agreement/Sub-Advisory Agreement	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1175-Conversion of Fund to Open-End Investment Company	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1180-Technical Amendments to Charter/Bylaw	FOR	FOR	Vote with GL
1181-Advisory Vote on SPAC Article Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1182-Approval of Exclusive Forum Provisions	AGAINST	AGAINST	Vote with GL
1184-Amendments to Charter/Bylaw - Bundled	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1185-Misc. Article Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1186- Article Amendments - Proxy Access	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1190-Misc. Charter Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1195-Misc. Bylaw Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1199-Misc. Declaration of Trust Amendments	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1200-Merger/Acquisition	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
120-Removal of Director(s)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1201-Aproval of SPAC Transaction	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1210-Recapitalization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1220-Restructuring/Reorganization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1230-Liquidation of the Company	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1240-Buyout	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1250-Spin-off	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1270-Sale of Assets	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1280-Corporate Action (Conversion Rights)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
130-Authority to Fill Director Vacancy w/out Shareholder Approval	FOR	FOR	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
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
1395-Misc. Proposal	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
1398-Management Proposal on Say on Climate	CASE-BY-CASE	CASE-BY-CASE	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 be considered 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
200-Ratification of Auditor	FOR	FOR	Vote case by case; vote case by case on 'vote no' campaigns -Vote with Glass Lewis except on 'vote no' campaigns. For 'vote no' campaigns, vote case by case.
2010-SHP Regarding Director Tenure	AGAINST	AGAINST	Vote with GL
2015-SHP: Director Retirement Age	AGAINST	AGAINST	Vote with GL
2020-SHP Minimum Stock Ownership by Directors or Executives	CASE-BY-CASE	CASE-BY-CASE	Vote with GL

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2025-SHP Regarding 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
2030-SHP Regarding Directors' Roles in Corporate Strategy [no example resolution found]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2040-SHP Regarding Nominating a Lead Director	FOR	FOR	Vote with GL
2050-SHP Regarding Independent Board Chairman/Separation of Chair and CEO	FOR	FOR	Vote with GL
2060-SHP Regarding the Requirement of Nominee Statements in the Proxy	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
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	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	CASE-BY-CASE	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
2081-SHP Regarding Disclosure of Director Training Programs	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2082-SHP Regarding Trained, Qualified Directors on Environment, Health and Safety, Audit and Compensation Committees [shareholder proposal requesting that an independent director with a high level of expertise and experience in environmental matters be selected and nominated for election to the board]	AGAINST	AGAINST	FOR
2083-SHP Regarding Disclosure of Annual Performance Evaluations in Proxy	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2084-SHP Regarding Adoption and Disclosure of Business Ethics and Conduct [shareholder proposal resolving that the board of directors be instructed to implement a Company Insider Trading Policy containing certain restrictions on when insiders can trade Company securities]	CASE-BY-CASE	FOR	Vote with GL SRI
2090-SHP Regarding Including Social and Environmental Performance in Director Evaluations	CASE-BY-CASE	FOR	Vote with GL SRI
2100-SHP Regarding Creation of a Shareholder Committee	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2110-SHP Regarding Key Committee Independence	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2130-SHP Regarding Creation of Compensation Committee	FOR	FOR	Vote with GL
2140-SHP Regarding Creation of Nom/Gov Committee	FOR	FOR	Vote with GL
2155-SHP Regarding formation of Environmental/Social Committee of the Board	CASE-BY-CASE	FOR	Vote with GL SRI
2200-SHP Regarding Approval of Auditor	CASE-BY-CASE	CASE-BY-CASE	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
2210-SHP Regarding Limitations on Auditor Services [amend by-laws to prohibit paying auditors for non-audit services]	CASE-BY-CASE	CASE-BY-CASE	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
2220-SHP Regarding Rotation of Auditor	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2230-SHP Regarding Auditor Attendance at Annual Meeting	CASE-BY-CASE	CASE-BY-CASE	FOR
2300-SHP Regarding Restricting Executive Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2301-SHP: Commonsense Compensation	CASE-BY-CASE	FOR	Vote with GL
2302-SHP Regarding Change / Opposition to Director Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2305-SHP Regarding Allowing Shareholders to Vote on [Some Aspect] of Compensation	CASE-BY-CASE	FOR	Vote with GL SRI
2306-SHP Regarding Advisory Vote on Compensation (Say on Pay)	FOR	FOR	Vote with GL SRI
2307-SHP Regarding Linking Executive Pay to Social Criteria	AGAINST	FOR	Vote with GL SRI
2310-SHP Regarding Disclosure of Executive Compensation	AGAINST	FOR	Vote with GL SRI
2311-SHP Regarding Report on Ratio Between CEO and Employee Pay	AGAINST	FOR	Vote with GL SRI
2312-SHP Regarding Race and/or Gender Pay Equity Report	CASE-BY-CASE	FOR	Vote with GL SRI

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2313-SHP Report on Executive Retirement Benefits [seeking shareholder approval of any future extraordinary retirement benefits for senior executives. This policy would be implemented in a manner that does not violate any existing employment agreement or vested pension benefit.]	FOR	FOR	Vote with GL
2315-SHP Regarding Stock Option Policy [shareholder proposal requesting that the board take the necessary steps to ensure that no future new stock options are awarded to senior executives and that no current stock options are repriced or renewed]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2320-SHP Regarding Restricting Director Compensation	AGAINST	AGAINST	FOR
2325-SHP Regarding Paying Directors in Stock (GL had no analyses for this issue code)	CASE-BY-CASE	CASE-BY-CASE	FOR requirements that at least twenty-five percent of payments to directors be in stock; AGAINST otherwise
2330-SHP Regarding Golden Parachutes	FOR	FOR	Vote with GL
2331-SHP Recoupment of Unearned Bonuses (Clawback)	CASE-BY-CASE	FOR	Vote with GL SRI
2340-SHP Regarding Performance-Based Equity Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2341-SHP Pay for [superior] Performance	CASE-BY-CASE	FOR	Vote with GL SRI
2350-SHP Regarding Pension Fund Surplus [shareholder proposal requesting that the board obtain approval of any future supplemental executive retirement plan ("SERP") 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.]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
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 or the board's compensation committee on executive compensation matters, or any affiliate of a 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's senior executive officers]	FOR	FOR	Vote with GL
2380-SHP Regarding Repricing Options	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2390-SHP Regarding Expensing Stock Options [shareholder proposal requesting that the board of directors adopt a policy that a significant portion of future equity compensation grants to senior executives shall be shares of stock that require the achievement of performance goals as a prerequisite to vesting]	FOR	FOR	Vote with GL
2395-SHP Regarding Misc. Compensation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2500-SHP Regarding Cumulative Voting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2502-SHP Regarding Confidential Voting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2503-SHP Regarding Recapitalization	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2505-SHP Regarding Discretionary Voting (GL had no analyses for this issue code)	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)]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2515-SHP Regarding Majority Vote for Election of Directors	FOR	FOR	Vote with GL
2520-SHP Regarding Allowing Shareholder Input on Proxy [shareholder proposal 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]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2521-SHP Reimbursement of Solicitation Expenses	FOR	FOR	Vote with GL
2522-SHP Shareholder Access to the Nomination Process	CASE-BY-CASE	FOR	Vote with GL
2530-SHP Regarding Improvements to Meeting Reports (GL had no analyses for this issue code)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2535-SHP Regarding Removal of Directors	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2540-SHP Regarding Preemptive Rights	CASE-BY-CASE	CASE-BY-CASE	AGAINST preemptive rights; GL otherwise
2550-SHP Regarding the Declassification of the Board	FOR	FOR	Vote with GL
2555-SHP Regarding Redemption of / Shareholder Vote on Poison Pills	FOR	FOR	Vote with GL
2560-SHP Regarding Reducing Supermajority Provisions	FOR	FOR	Vote with GL
2565-SHP Regarding Eliminating Supermajority Provisions	FOR	FOR	Vote with GL
2570-SHP Regarding Repealing Fair Price Provisions (an anti-takeover measure)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2575-SHP Regarding Right to Call a Special Meeting	CASE-BY-CASE	CASE-BY-CASE	Vote case-by-case Vote For to increase shareholder rights FOR (10% threshold)
2580-SHP Regarding Right to Act by Written Consent	FOR	FOR	Vote with GL

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2585-SHP Regarding Antigreenmail Provisions (deterrence AGAINST board passing a share buyback)	FOR	FOR	Vote with GL
2587-SHP Regarding Sale of the Company or Assets	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2588-SHP Requiring Directors to Consider the Effects of Mergers, Takeovers or Acquisitions on Company Stakeholders	AGAINST	FOR	Vote with GL SRI
2590-SHP Regarding Reincorporation	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
2593-SHP Regarding Annual Meeting Date	AGAINST	AGAINST	Vote with GL
2594-SHP Regarding Annual Meeting Location	AGAINST	AGAINST	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	Vote with GL
2600-SHP Regarding Ceres Principles (a 10-point code of corporate environmental ideals)	CASE-BY-CASE	FOR	Vote with GL SRI
2605-SHP Regarding Report/Action on Climate Change	CASE-BY-CASE	FOR	Vote with GL SRI
2610-SHP Regarding Sustainability Report	CASE-BY-CASE	FOR	Vote with GL SRI
2611-SHP Regarding Environmental Report	FOR	FOR	Vote FOR
2615-SHP Regarding Review Energy Efficiency & Renewables	CASE-BY-CASE	FOR	Vote with GL SRI
2620-SHP Regarding Bioengineering / Nanotechnology Safety	AGAINST	FOR	Vote with GL SRI
2640-SHP Regarding Review Nuclear Facility/Waste	AGAINST	FOR	FOR reports on the risks associated with irradiated fuel rods; AGAINST resolutions asking for an end to nuclear power-related activities; otherwise vote with GL
2645-SHP Regarding Report on Power Plant Construction (GL had no analyses for this issue code)	AGAINST	FOR	Vote with GL SRI
2650-SHP Regarding Report on Nuclear Weapons Production	AGAINST	FOR	Vote with GL SRI
2655-SHP Regarding Ending Nuclear Weapons Production	AGAINST	FOR	Vote with GL SRI
2660-SHP Regarding Space Weapons (SH proposal requesting a report on space weapons with the long term goal of reducing or eliminating space weapons.)	AGAINST	FOR	Vote with GL SRI
2661-SHP Regarding Firearms	CASE-BY-CASE	CASE-BY-CASE	Case by case. Support any proposal that seeks to reduce the illegal use of firearms.
2670-SHP Regarding Improving Elimination of Dioxin Formation	AGAINST	FOR	Vote with GL SRI
2671-SHP Regarding Report on Financial Risks of Cyanide Leaching	AGAINST	FOR	Vote with GL SRI
2675-SHP Regarding Safe Management of Wastes Contaminated by PCBs	AGAINST	FOR	Vote with GL SRI
2680-SHP Regarding Phasing Out PVC Products in Medical Products	AGAINST	FOR	Vote with GL SRI
2681-SHP Regarding Labeling Devices Containing PVC Plasticized with DEHP	AGAINST	FOR	Vote with GL SRI
2682-SHP Regarding Eliminating Mercury Pollution from the Hospital Waste Stream	AGAINST	FOR	Vote with GL SRI
2683-SHP Regarding Phasing Out Retail Sale of Mercury Fever Thermometers	AGAINST	FOR	Vote with GL SRI
2684-SHP Regarding Adoption of Comprehensive Recycling Strategies	AGAINST	FOR	Vote with GL SRI
2685-SHP Regarding Company Product Responsibility	AGAINST	FOR	Vote with GL SRI
2686-SHP Regarding Reporting and Reducing Greenhouse Gas Emissions	CASE-BY-CASE	FOR	Vote with GL SRI
2690-SHP Regarding Report on Antibiotics in Animal Agriculture	AGAINST	FOR	Vote with GL SRI
2693-SHP Regarding Say on Climate	CASE-BY-CASE	FOR	Vote with GL SRI
2695-SHP Regarding Misc. Energy/Environmental Issues (Company policy on recycling electronic waste)	CASE-BY-CASE	FOR	Vote with GL SRI
2700-SHP Regarding Report on EEO	CASE-BY-CASE	FOR	Vote with GL SRI
2705-SHP Regarding Monitoring/Adopting ILO (International Labor Organization) Conventions	CASE-BY-CASE	FOR	Vote with GL SRI
2710-SHP Regarding Review of Global Labor Practices	CASE-BY-CASE	FOR	Vote with GL SRI
2711-SHP Regarding Reporting on Company's Compliance with International Human Rights Standards	CASE-BY-CASE	FOR	Vote with GL SRI
2713-SHP Regarding Independent Verification of Contractors' Compliance with Labor and Human Rights Standards	AGAINST	FOR	Vote with GL SRI
2715-SHP Regarding MacBride Principles (fair employment)	AGAINST	FOR	Vote with GL SRI
2720-SHP Regarding Support of Fair Trade Coffee	AGAINST	FOR	Vote with GL SRI
2725-SHP Regarding Review Mexican Work Force Conditions	CASE-BY-CASE	FOR	Vote with GL SRI
2730-SHP Regarding Adopting Standards for Mexican Operation	CASE-BY-CASE	FOR	Vote with GL SRI
2735-SHP Regarding Prohibiting Forced Labor in China	CASE-BY-CASE	FOR	Vote with GL SRI
2737-SHP Regarding Adoption and Implementation of the China Business Principles	CASE-BY-CASE	FOR	Vote with GL SRI
2740-SHP Regarding Code of Conduct in China	CASE-BY-CASE	FOR	Vote with GL SRI
2745-SHP Regarding Reviewing Operations in Burma/The Sudan	CASE-BY-CASE	FOR	Vote with GL SRI
2750-SHP Regarding Limiting or Ending Operations in Burma/The Sudan	CASE-BY-CASE	FOR	Vote with GL SRI
2755-SHP Regarding Reviewing Operations' Impact on Local Groups	CASE-BY-CASE	FOR	Vote with GL SRI
2757-SHP Regarding Adoption of Equator Principles	AGAINST	FOR	Vote with GL SRI
2760-SHP Regarding No Loans/Government Contracts in Misc. Country (GL had no analyses for this issue code)	AGAINST	FOR	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
2768-SHP Regarding Offering Existing Participants Option To Retain Pension Plan	AGAINST	FOR	Vote with GL SRI
2770-SHP Regarding Plant Closings	AGAINST	FOR	Vote with GL SRI

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2773-SHP Regarding Report on How Workers' Rights Will be Respected During Downsizings	AGAINST	FOR	Vote with GL SRI
2774-SHP Regarding Freeze Executive Pay During Layoffs	AGAINST	FOR	Vote with GL SRI
2775-SHP Regarding Adopting Sexual Orientation Anti-Bias Policy	CASE-BY-CASE	FOR	Vote with GL SRI
2780-SHP Regarding Report on Effect of Health Pandemics on the Company and Its Response	AGAINST	FOR	Vote with GL SRI
2785-SHP Regarding Misc. Worker Health/Safety (GL had no analyses for this issue code)	CASE-BY-CASE	FOR	Vote with GL SRI
2790-SHP Regarding Misc. Labor Issues/Policies (report on working and living conditions within company facility)	CASE-BY-CASE	FOR	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
2800-SHP Regarding Tobacco/Alcohol	CASE-BY-CASE	FOR	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
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
2820-SHP Regarding Fair Lending Policy	AGAINST	FOR	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
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
2835-SHP Regarding Limiting or Ending Charitable Spending	AGAINST	AGAINST	Vote with GL
2840-SHP Regarding Reviewing Political Spending or Lobbying	CASE-BY-CASE	FOR	Vote with GL SRI
2845-SHP Regarding Limiting or Ending Political Spending	CASE-BY-CASE	FOR	Vote with GL SRI
2850-SHP Regarding Affirmation of Political Nonpartisanship	AGAINST	FOR	Vote with GL SRI
2855-SHP Regarding Disclosure of Prior Government Service	AGAINST	FOR	Vote with GL SRI
2860-SHP Regarding Refraining from Challenging Government Laws	AGAINST	FOR	Vote with GL
2870-SHP Regarding Oil&Gas Transparency Initiative	AGAINST	FOR	Vote with GL SRI
2880-SHP Regarding Racial Equity Audit	CASE-BY-CASE	CASE-BY-CASE	Vote case-by-case
2885-SHP Regarding Participation in Funding of Micro-Finance Groups	AGAINST	FOR	Vote with GL SRI
2890-SHP: Ethical Criteria for Marketing Breast Milk Substitutes	AGAINST	FOR	Vote with GL SRI
2895-SHP Regarding Misc. Social Issue (use of conflict minerals)	CASE-BY-CASE	CASE-BY-CASE	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 years)	CASE-BY-CASE	FOR	Vote with GL SRI
2910-SHP Regarding Reports on Legal Expenditures Related To Legal Compliance/Lawsuits	CASE-BY-CASE	FOR	Vote with GL SRI
2940-SHP Regarding Repeal of Bylaw Amendments	CASE-BY-CASE	CASE-BY-CASE	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
2995-SHP: Misc. Issues (SH request to list company stock on a national securities exchange)	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
300-Adoption of Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
310-Amendment to Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
312-Adoption of Restricted Stock Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
313-Amendment to Restricted Stock Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
320-Adoption of Employee Stock Purchase Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL

**Domestic & Foreign Missionary Society
Proxy Voting Guidelines**

ISSUE CODE / POLICY ITEM	GLASS LEWIS POLICIES		The Episcopal Church Policies
	GL GENERAL	GL SRI	Adopted at 10/2023
330-Amendment to Employee Stock Purchase Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
340-Stock Option Grants	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
350-Option Exchange/Repricing	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
370-Adoption of Deferred Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
375-Amendment to Deferred Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
400-Bonus/162(m) Plan	FOR	FOR	Vote with GL
410-Amendment to Bonus/162(m) Plan	FOR	FOR	Vote with GL
500-Adoption of Director Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
510-Amendment to Director Equity Compensation Plan	CASE-BY-CASE	CASE-BY-CASE	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
600-Limit of Annual Awards [Re-approval of performance measures and award limits in the 2004 Executive Officer Cash Bonus Plan]	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
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)
610-Approval of Employment Agreements	CASE-BY-CASE	CASE-BY-CASE	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
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
710-Right to Adjourn Meeting	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
800-Increase in Authorized Common Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
805-Amendment to Authorized Common Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
810-Decrease in Authorized Common Stock	FOR	FOR	Vote with GL
820-Increase in/Authorization of Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
825-Amendment to Authorized Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
830-Decrease in Authorized Preferred Stock	FOR	FOR	Vote with GL
835-Cancellation of Authorized Preferred Stock	FOR	FOR	Vote with GL
840-Increase in/Authorization of Dual Class Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
845-Elimination of Dual Class Stock	FOR	FOR	Vote with GL
850-Amendment to Dual Class Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
860-Issuance of Common Stock	FOR	FOR	Vote with GL
870-Issuance of Warrants	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
880-Issuance of Preferred Stock	CASE-BY-CASE	CASE-BY-CASE	Vote with GL
883-Issuance of Debt Instruments	FOR	FOR	Vote with GL
884-Conversion of Debt Instruments	FOR	FOR	Vote with GL
885-Amendment to Provisions of Debt Instruments	FOR	FOR	Vote with GL
890-Stock Split	FOR	FOR	Vote with GL
895-Reverse Stock Split	FOR	FOR	Vote with GL
896-Share Repurchase	FOR	FOR	Vote with GL
897-Reverse Stock Split Followed by a Forward Stock Split	CASE-BY-CASE	CASE-BY-CASE	Vote with GL