

# Brand Leaders Income Fund

HBL.UN

Meeting Date Range: 01-Jul-2020 - 30-Jun-2021

## Proxy Voting Report

ALPHABET INC.				
<b>Security:</b> 02079K305 <b>Ticker:</b> GOOGL <b>ISIN:</b> US02079K3059		<b>Agenda Number:</b> 935406264 <b>Meeting Type:</b> Annual <b>Meeting Date:</b> 6-2-2021		
Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Larry Page	Mgmt	For	For
1B.	Election of Director: Sergey Brin	Mgmt	For	For
1C.	Election of Director: Sundar Pichai	Mgmt	For	For
1D.	Election of Director: John L. Hennessy	Mgmt	For	For
1E.	Election of Director: Frances H. Arnold	Mgmt	For	For
1F.	Election of Director: L. John Doerr	Mgmt	For	For
1G.	Election of Director: Roger W. Ferguson Jr.	Mgmt	For	For
1H.	Election of Director: Ann Mather	Mgmt	For	For
1I.	Election of Director: Alan R. Mulally	Mgmt	For	For
1J.	Election of Director: K. Ram Shriram	Mgmt	For	For
1K.	Election of Director: Robin L. Washington	Mgmt	For	For
2.	Ratification of the appointment of Ernst & Young LLP as Alphabet's independent registered public accounting firm for the fiscal year ending December 31, 2021.	Mgmt	For	For
3.	Approval of Alphabet's 2021 Stock Plan.	Mgmt	For	For
4.	A stockholder proposal regarding equal shareholder voting, if properly presented at the meeting.	Shr	Against	For
5.	A stockholder proposal regarding the nomination of human rights and/or civil rights expert to the board, if properly presented at the meeting.	Shr	Against	For
6.	A stockholder proposal regarding a report on sustainability metrics, if properly presented at the meeting.	Shr	Against	For
7.	A stockholder proposal regarding a report on takedown requests, if properly presented at the meeting.	Shr	Against	For
8.	A stockholder proposal regarding a report on whistleblower policies and practices, if properly presented at the meeting.	Shr	Against	For
9.	A stockholder proposal regarding a report on charitable contributions, if properly presented at the meeting.	Shr	Against	For
10.	A stockholder proposal regarding a report on risks related to anticompetitive practices, if properly presented at the meeting.	Shr	Against	For

11.	A stockholder proposal regarding a transition to a public benefit corporation, if properly presented at the meeting.	Shr	Against	For
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#### APPLE INC.

**Security:** 037833100  
**Ticker:** AAPL  
**ISIN:** US0378331005

**Agenda Number:** 935323167  
**Meeting Type:** Annual  
**Meeting Date:** 2-23-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
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1A.	Election of Director: James Bell	Mgmt	For	For
1B.	Election of Director: Tim Cook	Mgmt	For	For
1C.	Election of Director: Al Gore	Mgmt	For	For
1D.	Election of Director: Andrea Jung	Mgmt	For	For
1E.	Election of Director: Art Levinson	Mgmt	For	For
1F.	Election of Director: Monica Lozano	Mgmt	For	For
1G.	Election of Director: Ron Sugar	Mgmt	For	For
1H.	Election of Director: Sue Wagner	Mgmt	For	For
2.	Ratification of the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for fiscal 2021.	Mgmt	For	For
3.	Advisory vote to approve executive compensation.	Mgmt	For	For
4.	A shareholder proposal entitled "Shareholder Proxy Access Amendments".	Shr	Against	For
5.	A shareholder proposal entitled "Shareholder Proposal to Improve Executive Compensation Program".	Shr	Against	For

#### CATERPILLAR INC.

**Security:** 149123101  
**Ticker:** CAT  
**ISIN:** US1491231015

**Agenda Number:** 935415617  
**Meeting Type:** Annual  
**Meeting Date:** 6-9-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
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1A.	Election of Director: Kelly A. Ayotte	Mgmt	For	For
1B.	Election of Director: David L. Calhoun	Mgmt	For	For
1C.	Election of Director: Daniel M. Dickinson	Mgmt	For	For
1D.	Election of Director: Gerald Johnson	Mgmt	For	For
1E.	Election of Director: David W. MacLennan	Mgmt	For	For
1F.	Election of Director: Debra L. Reed-Klages	Mgmt	For	For
1G.	Election of Director: Edward B. Rust, Jr.	Mgmt	For	For
1H.	Election of Director: Susan C. Schwab	Mgmt	For	For
1I.	Election of Director: D. James Umpleby III	Mgmt	For	For
1J.	Election of Director: Miles D. White	Mgmt	For	For
1K.	Election of Director: Rayford Wilkins, Jr.	Mgmt	For	For
2.	Ratification of our Independent Registered Public Accounting Firm.	Mgmt	For	For
3.	Advisory Vote to Approve Executive Compensation.	Mgmt	For	For

4.	Shareholder Proposal - Report on Climate Policy.	Shr	Against	For
5.	Shareholder Proposal - Report on Diversity and Inclusion.	Shr	Against	For
6.	Shareholder Proposal - Transition to a Public Benefit Corporation.	Shr	Against	For
7.	Shareholder Proposal - Shareholder Action by Written Consent.	Shr	Against	For

#### INTEL CORPORATION

**Security:** 458140100

**Ticker:** INTC

**ISIN:** US4581401001

**Agenda Number:** 935369012

**Meeting Type:** Annual

**Meeting Date:** 5-13-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Patrick P. Gelsinger	Mgmt	For	For
1B.	Election of Director: James J. Goetz	Mgmt	For	For
1C.	Election of Director: Alyssa Henry	Mgmt	For	For
1D.	Election of Director: Omar Ishrak	Mgmt	For	For
1E.	Election of Director: Risa Lavizzo-Mourey	Mgmt	For	For
1F.	Election of Director: Tsu-Jae King Liu	Mgmt	For	For
1G.	Election of Director: Gregory D. Smith	Mgmt	For	For
1H.	Election of Director: Dion J. Weisler	Mgmt	For	For
1I.	Election of Director: Frank D. Yeary	Mgmt	For	For
2.	Ratification of selection of Ernst & Young LLP as our independent registered public accounting firm for 2021.	Mgmt	For	For
3.	Advisory vote to approve executive compensation of our listed officers.	Mgmt	For	For
4.	Stockholder proposal on whether to allow stockholders to act by written consent, if properly presented at the meeting.	Shr	Against	For
5.	Stockholder proposal requesting a report on median pay gaps across race and gender, if properly presented at the meeting.	Shr	Against	For
6.	Stockholder proposal requesting a report on whether written policies or unwritten norms at the company reinforce racism in company culture, if properly presented at the meeting.	Shr	Against	For

#### JOHNSON & JOHNSON

**Security:** 478160104

**Ticker:** JNJ

**ISIN:** US4781601046

**Agenda Number:** 935345214

**Meeting Type:** Annual

**Meeting Date:** 4-22-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Mary C. Beckerle	Mgmt	For	For
1B.	Election of Director: D. Scott Davis	Mgmt	For	For
1C.	Election of Director: Ian E. L. Davis	Mgmt	For	For
1D.	Election of Director: Jennifer A. Doudna	Mgmt	For	For

1E.	Election of Director: Alex Gorsky	Mgmt	For	For
1F.	Election of Director: Marillyn A. Hewson	Mgmt	For	For
1G.	Election of Director: Hubert Joly	Mgmt	For	For
1H.	Election of Director: Mark B. McClellan	Mgmt	For	For
1I.	Election of Director: Anne M. Mulcahy	Mgmt	For	For
1J.	Election of Director: Charles Prince	Mgmt	For	For
1K.	Election of Director: A. Eugene Washington	Mgmt	For	For
1L.	Election of Director: Mark A. Weinberger	Mgmt	For	For
1M.	Election of Director: Nadja Y. West	Mgmt	For	For
1N.	Election of Director: Ronald A. Williams	Mgmt	For	For
2.	Advisory Vote to Approve Named Executive Officer Compensation.	Mgmt	For	For
3.	Ratification of Appointment of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm for 2021.	Mgmt	For	For
4.	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics.	Shr	Against	For
5.	Independent Board Chair.	Shr	Against	For
6.	Civil Rights Audit.	Shr	Against	For
7.	Executive Compensation Bonus Deferral.	Shr	Against	For

#### JPMORGAN CHASE & CO.

**Security:** 46625H100  
**Ticker:** JPM  
**ISIN:** US46625H1005

**Agenda Number:** 935372285  
**Meeting Type:** Annual  
**Meeting Date:** 5-18-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Linda B. Bammann	Mgmt	For	For
1B.	Election of Director: Stephen B. Burke	Mgmt	For	For
1C.	Election of Director: Todd A. Combs	Mgmt	For	For
1D.	Election of Director: James S. Crown	Mgmt	For	For
1E.	Election of Director: James Dimon	Mgmt	For	For
1F.	Election of Director: Timothy P. Flynn	Mgmt	For	For
1G.	Election of Director: Mellody Hobson	Mgmt	For	For
1H.	Election of Director: Michael A. Neal	Mgmt	For	For
1I.	Election of Director: Phebe N. Novakovic	Mgmt	For	For
1J.	Election of Director: Virginia M. Rometty	Mgmt	For	For
2.	Advisory resolution to approve executive compensation.	Mgmt	For	For
3.	Approval of Amended and Restated Long-Term Incentive Plan effective May 18, 2021.	Mgmt	For	For
4.	Ratification of independent registered public accounting firm.	Mgmt	For	For
5.	Improve shareholder written consent.	Shr	Against	For
6.	Racial equity audit and report.	Shr	Against	For
7.	Independent board chairman.	Shr	Against	For
8.	Political and electioneering expenditure congruency report.	Shr	Against	For

#### MCDONALD'S CORPORATION

**Security:** 580135101  
**Ticker:** MCD  
**ISIN:** US5801351017

**Agenda Number:** 935380395  
**Meeting Type:** Annual  
**Meeting Date:** 5-20-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director for a one-year term expiring in 2022: Lloyd Dean	Mgmt	For	For
1B.	Election of Director for a one-year term expiring in 2022: Robert Eckert	Mgmt	For	For
1C.	Election of Director for a one-year term expiring in 2022: Catherine Engelbert	Mgmt	For	For
1D.	Election of Director for a one-year term expiring in 2022: Margaret Georgiadis	Mgmt	For	For
1E.	Election of Director for a one-year term expiring in 2022: Enrique Hernandez, Jr.	Mgmt	For	For
1F.	Election of Director for a one-year term expiring in 2022: Christopher Kempczinski	Mgmt	For	For
1G.	Election of Director for a one-year term expiring in 2022: Richard Lenny	Mgmt	For	For
1H.	Election of Director for a one-year term expiring in 2022: John Mulligan	Mgmt	For	For
1I.	Election of Director for a one-year term expiring in 2022: Sheila Penrose	Mgmt	For	For
1J.	Election of Director for a one-year term expiring in 2022: John Rogers, Jr.	Mgmt	For	For
1K.	Election of Director for a one-year term expiring in 2022: Paul Walsh	Mgmt	For	For
1L.	Election of Director for a one-year term expiring in 2022: Miles White	Mgmt	For	For
2.	Advisory vote to approve executive compensation.	Mgmt	For	For
3.	Advisory vote to ratify the appointment of Ernst & Young LLP as independent auditor for 2021.	Mgmt	For	For
4.	Advisory vote on a shareholder proposal requesting a report on sugar and public health, if properly presented.	Shr	Against	For
5.	Advisory vote on a shareholder proposal requesting a report on antibiotics and public health costs, if properly presented.	Shr	Against	For
6.	Advisory vote on a shareholder proposal requesting the ability for shareholders to act by written consent, if properly presented.	Shr	Against	For

#### MICROSOFT CORPORATION

**Security:** 594918104  
**Ticker:** MSFT  
**ISIN:** US5949181045

**Agenda Number:** 935284478  
**Meeting Type:** Annual  
**Meeting Date:** 12-2-2020

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
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1A.	Election of Director: Reid G. Hoffman	Mgmt	For	For
1B.	Election of Director: Hugh F. Johnston	Mgmt	For	For
1C.	Election of Director: Teri L. List-Stoll	Mgmt	For	For
1D.	Election of Director: Satya Nadella	Mgmt	For	For
1E.	Election of Director: Sandra E. Peterson	Mgmt	For	For
1F.	Election of Director: Penny S. Pritzker	Mgmt	For	For
1G.	Election of Director: Charles W. Scharf	Mgmt	For	For
1H.	Election of Director: Arne M. Sorenson	Mgmt	For	For
1I.	Election of Director: John W. Stanton	Mgmt	For	For
1J.	Election of Director: John W. Thompson	Mgmt	For	For
1K.	Election of Director: Emma N. Walmsley	Mgmt	For	For
1L.	Election of Director: Padmasree Warrior	Mgmt	For	For
2.	Advisory vote to approve named executive officer compensation.	Mgmt	For	For
3.	Ratification of Deloitte & Touche LLP as our independent auditor for fiscal year 2021.	Mgmt	For	For
4.	Shareholder Proposal - Report on Employee Representation on Board of Directors.	Shr	Against	For

#### MORGAN STANLEY

**Security:** 617446448  
**Ticker:** MS  
**ISIN:** US6174464486

**Agenda Number:** 935372312  
**Meeting Type:** Annual  
**Meeting Date:** 5-20-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Elizabeth Corley	Mgmt	For	For
1B.	Election of Director: Alistair Darling	Mgmt	For	For
1C.	Election of Director: Thomas H. Glocer	Mgmt	For	For
1D.	Election of Director: James P. Gorman	Mgmt	For	For
1E.	Election of Director: Robert H. Herz	Mgmt	For	For
1F.	Election of Director: Nobuyuki Hirano	Mgmt	For	For
1G.	Election of Director: Hironori Kamezawa	Mgmt	For	For
1H.	Election of Director: Shelley B. Leibowitz	Mgmt	For	For
1I.	Election of Director: Stephen J. Luczo	Mgmt	For	For
1J.	Election of Director: Jami Miscik	Mgmt	For	For
1K.	Election of Director: Dennis M. Nally	Mgmt	For	For
1L.	Election of Director: Mary L. Schapiro	Mgmt	For	For
1M.	Election of Director: Perry M. Traquina	Mgmt	For	For
1N.	Election of Director: Rayford Wilkins, Jr.	Mgmt	For	For
2.	To ratify the appointment of Deloitte & Touche LLP as independent auditor.	Mgmt	For	For
3.	To approve the compensation of executives as disclosed in the proxy statement (non-binding advisory vote).	Mgmt	For	For
4.	To approve the amended and restated Equity Incentive Compensation Plan.	Mgmt	For	For

#### PEPSICO, INC.

**Security:** 713448108  
**Ticker:** PEP  
**ISIN:** US7134481081

**Agenda Number:** 935355342  
**Meeting Type:** Annual  
**Meeting Date:** 5-5-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Segun Agbaje	Mgmt	For	For
1B.	Election of Director: Shona L. Brown	Mgmt	For	For
1C.	Election of Director: Cesar Conde	Mgmt	For	For
1D.	Election of Director: Ian Cook	Mgmt	For	For
1E.	Election of Director: Dina Dublon	Mgmt	For	For
1F.	Election of Director: Michelle Gass	Mgmt	For	For
1G.	Election of Director: Ramon L. Laguarta	Mgmt	For	For
1H.	Election of Director: Dave Lewis	Mgmt	For	For
1I.	Election of Director: David C. Page	Mgmt	For	For
1J.	Election of Director: Robert C. Pohlard	Mgmt	For	For
1K.	Election of Director: Daniel Vasella	Mgmt	For	For
1L.	Election of Director: Darren Walker	Mgmt	For	For
1M.	Election of Director: Alberto Weisser	Mgmt	For	For
2.	Ratification of the appointment of KPMG LLP as the Company's independent registered public accounting firm for fiscal year 2021.	Mgmt	For	For
3.	Advisory approval of the Company's executive compensation.	Mgmt	For	For
4.	Shareholder Proposal - Special Shareholder Meeting Vote Threshold.	Shr	Against	For
5.	Shareholder Proposal - Report on Sugar and Public Health.	Shr	Against	For
6.	Shareholder Proposal - Report on External Public Health Costs.	Shr	Against	For

## STARBUCKS CORPORATION

**Security:** 855244109

**Ticker:** SBUX

**ISIN:** US8552441094

**Agenda Number:** 935326935

**Meeting Type:** Annual

**Meeting Date:** 3-17-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Richard E. Allison, Jr.	Mgmt	For	For
1B.	Election of Director: Rosalind G. Brewer (Withdrawn)	Mgmt	For	For
1C.	Election of Director: Andrew Campion	Mgmt	For	For
1D.	Election of Director: Mary N. Dillon	Mgmt	For	For
1E.	Election of Director: Isabel Ge Mahe	Mgmt	For	For
1F.	Election of Director: Melody Hobson	Mgmt	For	For
1G.	Election of Director: Kevin R. Johnson	Mgmt	For	For
1H.	Election of Director: Jørgen Vig Knudstorp	Mgmt	For	For
1I.	Election of Director: Satya Nadella	Mgmt	For	For
1J.	Election of Director: Joshua Cooper Ramo	Mgmt	For	For
1K.	Election of Director: Clara Shih	Mgmt	For	For
1L.	Election of Director: Javier G. Teruel	Mgmt	For	For
2.	Advisory resolution to approve our executive officer compensation.	Mgmt	For	For
3.	Ratification of selection of Deloitte & Touche LLP as our independent registered public accounting firm for fiscal 2021.	Mgmt	For	For
4.	Employee Board Representation.	Shr	Against	For

THE PROCTER & GAMBLE COMPANY				
<b>Security:</b> 742718109 <b>Ticker:</b> PG <b>ISIN:</b> US7427181091		<b>Agenda Number:</b> 935264969 <b>Meeting Type:</b> Annual <b>Meeting Date:</b> 10-13-2020		
Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	ELECTION OF DIRECTOR: Francis S. Blake	Mgmt	No vote	
1B.	ELECTION OF DIRECTOR: Angela F. Braly	Mgmt	No vote	
1C.	ELECTION OF DIRECTOR: Amy L. Chang	Mgmt	No vote	
1D.	ELECTION OF DIRECTOR: Joseph Jimenez	Mgmt	No vote	
1E.	ELECTION OF DIRECTOR: Debra L. Lee	Mgmt	No vote	
1F.	ELECTION OF DIRECTOR: Terry J. Lundgren	Mgmt	No vote	
1G.	ELECTION OF DIRECTOR: Christine M. McCarthy	Mgmt	No vote	
1H.	ELECTION OF DIRECTOR: W. James McNerney, Jr.	Mgmt	No vote	
1I.	ELECTION OF DIRECTOR: Nelson Peltz	Mgmt	No vote	
1J.	ELECTION OF DIRECTOR: David S. Taylor	Mgmt	No vote	
1K.	ELECTION OF DIRECTOR: Margaret C. Whitman	Mgmt	No vote	
1L.	ELECTION OF DIRECTOR: Patricia A. Woertz	Mgmt	No vote	
2.	Ratify Appointment of the Independent Registered Public Accounting Firm.	Mgmt	No vote	
3.	Advisory Vote to Approve the Company's Executive Compensation (the "Say on Pay" vote).	Mgmt	No vote	
4.	Approval of The Procter & Gamble Company International Stock Ownership Plan, As Amended and Restated.	Mgmt	No vote	
5.	Shareholder Proposal - Report on Efforts to Eliminate Deforestation.	Shr	No vote	
6.	Shareholder Proposal - Annual Report on Diversity.	Shr	No vote	
THE WALT DISNEY COMPANY				
<b>Security:</b> 254687106 <b>Ticker:</b> DIS <b>ISIN:</b> US2546871060		<b>Agenda Number:</b> 935328206 <b>Meeting Type:</b> Annual <b>Meeting Date:</b> 3-9-2021		
Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Susan E. Arnold	Mgmt	For	For
1B.	Election of Director: Mary T. Barra	Mgmt	For	For
1C.	Election of Director: Safra A. Catz	Mgmt	For	For
1D.	Election of Director: Robert A. Chapek	Mgmt	For	For
1E.	Election of Director: Francis A. deSouza	Mgmt	For	For
1F.	Election of Director: Michael B.G. Froman	Mgmt	For	For
1G.	Election of Director: Robert A. Iger	Mgmt	For	For



1H.	Election of Director: Maria Elena Lagomasino	Mgmt	For	For
1I.	Election of Director: Mark G. Parker	Mgmt	For	For
1J.	Election of Director: Derica W. Rice	Mgmt	For	For
2.	To ratify the appointment of PricewaterhouseCoopers LLP as the Company's registered public accountants for fiscal 2021.	Mgmt	For	For
3.	To approve the advisory resolution on executive compensation.	Mgmt	For	For
4.	Shareholder proposal requesting an annual report disclosing information regarding the Company's lobbying policies and activities.	Shr	Against	For
5.	Shareholder proposal requesting non-management employees on director nominee candidate lists.	Shr	Against	For

#### UNITED PARCEL SERVICE, INC.

**Security:** 911312106

**Ticker:** UPS

**ISIN:** US9113121068

**Agenda Number:** 935365002

**Meeting Type:** Annual

**Meeting Date:** 5-13-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director to serve until the 2022 Annual Meeting: Carol B. Tomé	Mgmt	For	For
1B.	Election of Director to serve until the 2022 Annual Meeting: Rodney C. Adkins	Mgmt	For	For
1C.	Election of Director to serve until the 2022 Annual Meeting: Eva C. Boratto	Mgmt	For	For
1D.	Election of Director to serve until the 2022 Annual Meeting: Michael J. Burns	Mgmt	For	For
1E.	Election of Director to serve until the 2022 Annual Meeting: Wayne M. Hewett	Mgmt	For	For
1F.	Election of Director to serve until the 2022 Annual Meeting: Angela Hwang	Mgmt	For	For
1G.	Election of Director to serve until the 2022 Annual Meeting: Kate E. Johnson	Mgmt	For	For
1H.	Election of Director to serve until the 2022 Annual Meeting: William R. Johnson	Mgmt	For	For
1I.	Election of Director to serve until the 2022 Annual Meeting: Ann M. Livermore	Mgmt	For	For
1J.	Election of Director to serve until the 2022 Annual Meeting: Franck J. Moison	Mgmt	For	For
1K.	Election of Director to serve until the 2022 Annual Meeting: Christiana Smith Shi	Mgmt	For	For
1L.	Election of Director to serve until the 2022 Annual Meeting: Russell Stokes	Mgmt	For	For
1M.	Election of Director to serve until the 2022 Annual Meeting: Kevin Warsh	Mgmt	For	For
2.	To approve on an advisory basis a resolution on UPS executive compensation.	Mgmt	For	For
3.	To approve the 2021 UPS Omnibus Incentive Compensation Plan.	Mgmt	For	For

4.	To ratify the appointment of Deloitte & Touche LLP as UPS's independent registered public accounting firm for the year ending December 31, 2021.	Mgmt	For	For
5.	To prepare an annual report on UPS's lobbying activities.	Shr	Against	For
6.	To reduce the voting power of UPS class A stock from 10 votes per share to one vote per share.	Shr	Against	For
7.	To prepare a report on reducing UPS's total contribution to climate change.	Shr	Against	For
8.	To transition UPS to a public benefit corporation.	Shr	Against	For
9.	To prepare a report assessing UPS's diversity and inclusion efforts.	Shr	Against	For

#### VISA INC.

**Security:** 92826C839  
**Ticker:** V  
**ISIN:** US92826C8394

**Agenda Number:** 935315576  
**Meeting Type:** Annual  
**Meeting Date:** 1-26-2021

Prop. #	Proposal	Proposed by	Proposal Vote	For/Against Management's Recommendation
1A.	Election of Director: Lloyd A. Carney	Mgmt	For	For
1B.	Election of Director: Mary B. Cranston	Mgmt	For	For
1C.	Election of Director: Francisco Javier Fernández-Carbajal	Mgmt	For	For
1D.	Election of Director: Alfred F. Kelly, Jr.	Mgmt	For	For
1E.	Election of Director: Ramon Laguarta	Mgmt	For	For
1F.	Election of Director: John F. Lundgren	Mgmt	For	For
1G.	Election of Director: Robert W. Matschullat	Mgmt	For	For
1H.	Election of Director: Denise M. Morrison	Mgmt	For	For
1I.	Election of Director: Suzanne Nora Johnson	Mgmt	For	For
1J.	Election of Director: Linda J. Rendle	Mgmt	For	For
1K.	Election of Director: John A. C. Swainson	Mgmt	For	For
1L.	Election of Director: Maynard G. Webb, Jr.	Mgmt	For	For
2.	Approval, on an advisory basis, of compensation paid to our named executive officers.	Mgmt	For	For
3.	Ratification of the appointment of KPMG LLP as our independent registered public accounting firm for the 2021 fiscal year.	Mgmt	For	For
4.	Approval of the Visa Inc. 2007 Equity Incentive Compensation Plan, as amended and restated.	Mgmt	For	For
5.	Approval of an amendment to our Certificate of Incorporation to enable the adoption of a special meeting right for Class A common stockholders.	Mgmt	For	For

6.	To vote on a stockholder proposal requesting stockholders' right to act by written consent, if properly presented.	Shr	Against	For
7.	To vote on a stockholder proposal to amend our principles of executive compensation program, if properly presented.	Shr	Against	For