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Proxy Voting Summary Results 1 July - 31 July 2025

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
lacquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Re-elect Michelle Hinchliffe	For	For	The company is not a UNGC
acquaino oroup Eta	772 172020	7.0000000	managonon				participant or signatory or the Human Rights Policy does no align with UDHR.
acquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Remuneration Report	For	Against	Disclosure concerns; Questionable incentive
acquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Equity Grant (MD/CEO Shemara Wikramanayake)	For	Against	outcomes Disclosure concerns; Questionable incentive
acquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Re-elect Jillian Broadbent	For	For	outcomes
lacquarie Group Ltd	7/24/2025	AU000000MQG1	ShareHolder	Re-elect Jillian Floatibetic Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Abstain	The shareholder proposal process is best facilitated through regulatory changes.
lacquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Re-elect Philip Coffey	For	For	
lacquarie Group Ltd	7/24/2025	AU000000MQG1	ShareHolder	Shareholder Proposal Regarding Disclosure of Fossil Fuel Exposure and Net Zero Alignment	Against	For	Supporting this proposal is in the best interests of shareholders.
on Plc	7/22/2025	IE0005711209	Management	Elect Rónán Murphy	For	For	Silareliolueis.
on Pic	7/22/2025	IE0005711209	Management	Elect Anne C. Whitaker	For	For	
on Plc	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital	For	For	
				Investment)			
on Plc	7/22/2025	IE0005711209	Management	Elect John Climax	For	For	
n Plc	7/22/2025	IE0005711209	Management	Accounts and Reports	For	For	
on Pic	7/22/2025	IE0005711209	Management	Authority to Repurchase Shares	For	For	
on Plc	7/22/2025	IE0005711209	Management	Elect Eugene McCague	For	For	
on Plc	7/22/2025	IE0005711209	Management	Appointment of Auditor and Authority to Set Fees	For	For	
on Plc	7/22/2025	IE0005711209	Management	Authorize Price Range for the Reissuance of Treasury Shares	For	For	
on Plc	7/22/2025	IE0005711209	Management	Elect Julie O'Neill	For	For	
n Plc	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
n Plc	7/22/2025	IE0005711209	Management	Elect Linda S. Grais	For	For	
n Plc	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
n Pic	7/22/2025	IE0005711209	Management	Elect Ciaran Murray	For	For	
on Pic	7/22/2025	IE0005711209	Management	Elect Steve Cutler	For	For	
ainfreight	7/30/2025	NZMFTE0001S9	Management	Re-elect Don Braid	For	For	
ainfreight	7/30/2025	NZMFTE0001S9	Management	Re-elect Simon Cotter	For	Against	The company is not a UNGC
aogik	770072020	12 12.000 1.00	management	to died eman detail		, gamet	participant or signatory or the Human Rights Policy does no align with UDHR.
ainfreight	7/30/2025	NZMFTE0001S9	Management	Re-elect Kate Parsons	For	For	
ainfreight	7/30/2025	NZMFTE0001S9	Management	Authorise Board to Set Auditor's Fees	For	For	
vanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect D. Scott Barbour	For	For	
Ivanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Tanya D. Fratto	For	For	
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Anesa T. Chaibi	For	For	
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Kelly S. Gast	For	For	
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Michael B. Coleman	For	For	
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Mark Haney	For	For	
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Robert M. Eversole	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient femal representation on the board of directors.; The nominee is a male member of the nominating and/or governanc committee and there is insufficient female representation on the board of directors.
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Luther C. Kissam IV	For	For	
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Alexander R. Fischer	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient femal representation on the board of directors.; The nominee is a male member of the nominating and/or governanc committee and there is insufficient female representation on the board of directors.
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Manuel J. Perez de la Mesa	For	For	
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Anil Seetharam	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient femal representation on the board c directors; The nominee is a male member of the nominating and/or governanc committee and there is insufficient female representation on the board of directors.
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Ratification of Auditor	For	Against	The auditor's tenure is
dvanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Advisory Vote on Executive Compensation	For	Against	excessive.  The compensation plan has
gy0 110			J	,			no ties between compensation and sustainability.



### Proxy Voting Summary Results 1 June - 30 June 2025

ASSET MANAGEMENT							
Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Stock Purchase Plan for Overseas Employees	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Global Ceiling on Capital Increases and Debt Issuances	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Issue Performance Shares	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Amendments to Articles Regarding Written Consultations	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authorisation of Legal Formalities	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Consolidated Accounts and Reports	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Allocation of Profits/Dividends	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Special Auditors Report on Regulated Agreements	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Ratification of the Co-option of Virginie Banet	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835		Elect Domitille Doat-Le Bigot	For		Canyon on too many hoards
			Management		1:	Against	Serves on too many boards
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2024 Remuneration Report	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management		For	For	
				June, 12, 2024)	_	_	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2024 Remuneration of Philippe Berterottière, Chair (Since June, 12, 2024)	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2024 Remuneration of Jean-Baptiste Choimet, CEO (Since June, 12, 2024)	For	For	
Gazianaport Et Teornigaz	0/11/2020	110011120000	Wallagement	2024 Nonlineration of Sean-Daptiste Orionnet, OLO (Onice Sune, 12, 2024)	1 01	1 01	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2025 Remuneration Policy (Chair until February 9, 2025)	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2025 Remuneration Policy (CEO until February 9, 2025)	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2025 Remuneration Policy (Chair and CEO from February 9, 2025)	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2025 Remuneration Policy (Board of Directors)	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2025 Directors' Fees	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Repurchase and Reissue Shares	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Cancel Shares and Reduce Capital	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For	
				, additionable book inflought invate i addition		1	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Greenshoe	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	
noport Et 1 ournigat			ago.nom	, morodo odpida in consideration for contributions in fallu	ľ		
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Increase Capital Through Capitalisations	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Employee Stock Purchase Plan	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Allocation of Profits/Dividends	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Kazuma Sekiya	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Noboru Yoshinaga	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Takao Tamura	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Kazuyoshi Tokimaru	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Noriko Oki	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Akiko Matsuo	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Etsuko Kobayashi @ Etsuko Masamune	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Christina L. Ahmadjian	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Atsushi Murakami	For	For	
-							The newines is a male
Hoya Corporation	6/26/2025	JP3837800006	Management	Elect Hiroaki Yoshihara	For	Against	The nominee is a male member of the nominating
Hoya Corporation	6/26/2025	JP3837800006	Management	Elect Yasuyuki Abe			and/or governance committee and there is insufficient female representation on the board of directors.
					For		
	0/20/2020	JP363/600000	Management	Lieu rasiyin Acc	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation	6/26/2025	JP3837800006	Management	Elect Takayo Hasegawa	For	Against	member of the nominating and/or governance committee and there is insufficient female representation on the board of
							member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation	6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006	Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato	For For	For For Against	member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation	6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006	Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda	For For For	For For Against	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006	Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro keda Elect Ryo Hirooka	For For For	For For Against For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Eiichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends	For For For For For For	For For Against For For For For	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006	Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda	For For For	For For Against For	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Eiichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends	For For For For For For	For For Against For For For For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP3173400007	Management Management Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda	For For For For For For For For For	For Against For	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007 JP3173400007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana	For For For For For For For For For	For For Against For For For For For For For For	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation  Hoya Corporation  Obic Co. Ltd. Obic Co. Ltd. Obic Co. Ltd. Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP3173400007 JP3173400007 JP3173400007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takaso Fujimoto Elect Taksahi Okada	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007 JP3173400007 JP3173400007 JP3173400007 JP3173400007 JP3173400007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Hokada Elect Yuta Hanada	For	For For Against  For For For For For For For For For Fo	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Takash Elect Takash Okada Elect Takash Okada Elect Takash Okada Elect Yuta Hanada Elect Yusumasa Gomi	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation  Hoya Corporation  Dibic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takashi Okada Elect Takashi Okada Elect Takashi Okada Elect Takashi Ejiri	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Takash Elect Takash Okada Elect Takash Okada Elect Takash Okada Elect Yuta Hanada Elect Yusumasa Gomi	For	For For Against  For For For For For For For For For Fo	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation  Hoya Corporation  Dibic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masshir o Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Sujimoto Elect Takao Sujimoto Elect Takao Sujimoto Elect Takao Sujimoto Elect Takao Fujimoto Elect Takao Fujim	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro keda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Ejiri Elect Takashi Ejiri Elect Mime Egami Elect Masatsugu Kanoutani Elect Takeo Tanaka	For	For For Against  For For For For For For For For For Fo	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Assahiro Noda Elect Takash Okada Elect Takash Okada Elect Takash Ejiri Elect Yuta Hanada Elect Yasumasa Gomi Elect Takash Ejiri Elect Masassugu Kanoutani Elect Masassugu Kanoutani Elect Masassugu Kanoutani Elect Takeo Tanaka	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yuta Hanada Elect Yuta Hanada Elect Takeshi Okada Elect Yuta Hanada Elect Takeshi Ejri Elect Mime Egami Elect Mime Egami Elect Masatsugu Kanoutani Elect Takao Tanaka	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Assahiro Noda Elect Takash Okada Elect Takash Okada Elect Takash Ejiri Elect Yuta Hanada Elect Yasumasa Gomi Elect Takash Ejiri Elect Masassugu Kanoutani Elect Masassugu Kanoutani Elect Masassugu Kanoutani Elect Takeo Tanaka	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Obic Co. Toroup S.A. Arnadeus IT Group S.A.	6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashiro Nodad Elect Yuta Hanada Elect Yusumasa Gomi Elect Takashir Ejiri Elect Mime Egami Elect Takao Fujimoto Elect Takashiro Ejiri Elect Mime Egami Elect Takashiro Ejiri Elect Mime Egami Elect Takao Tanaka	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/36/2025 6/36/2025 6/36/2025 6/36/2025 6/36/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Eichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takach Tujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalvasug Kanoutani Elect Takashi Ejiri Elect Takashi Ejiri Elect Massalvagu Kanoutani Elect Takeo Tanaka	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Abic Co. Ltd. Obic Co. Ltd.	6/26/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019 ES0109067019 ES0109067019 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Asahiro Noda Elect Takao Fujimoto Elect Takao Fujimoto Elect Takshi Okada Elect Yasumasa Gomi Elect Takshi Bijri Elect Mime Egami Elect Masatsugu Kanoutani Elect Takso Tanaka  Elect Shigetsugu Yamada Elect Takso Tanaka	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Massin fo Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yusumasa Gomi Elect Takashi Ejiri Elect Mime Egami Elect Massisugu Kanoutani Elect Takao Fujimoto Elect Takashi Ejiri Elect Mime Egami Elect Massisugu Kanoutani Elect Takeo Tanaka  Elect Takeo Tanaka  Elect Takeo Tenaka  Elect Takeo Tenaka  Elect Takeo Tenaka  Elect Takeo Tenaka  Elect Pavid Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Massin fo Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yusumasa Gomi Elect Takashi Ejiri Elect Mime Egami Elect Massisugu Kanoutani Elect Takao Fujimoto Elect Takashi Ejiri Elect Mime Egami Elect Massisugu Kanoutani Elect Takeo Tanaka  Elect Takeo Tanaka  Elect Takeo Tenaka  Elect Takeo Tenaka  Elect Takeo Tenaka  Elect Takeo Tenaka  Elect Pavid Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Assahiro Noda Elect Takao Fujimoto Elect Takao Fujimoto Elect Taksahi Okada Elect Vata Hanada Elect Yasumasa Gomi Elect Taksahi Ejiri Elect Mime Egami Elect Taksahi Ejiri Elect Mime Sami	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Obic Co. Ltd	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect	For	For For Against  For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Asahiro Noda Elect Takao Fujimoto Elect Takao Fujimoto Elect Taksahi Cividends Elect Taksahi Bijri Elect Miseshi Okada Elect Yasumasa Gomi Elect Taksahi Ejiri Elect Taksahi Ejiri Elect Taksahi Ejiri Elect Mirne Egami Elect Taksao Fujimoto Elect Taksahi Ejiri Elect Allora	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yusumasa Gomi Elect Takashi Ejiri Elect Mime Egami Elect Masahi Ejiri Elect Mime Egami Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Ejiri Elect Mime Egami Elect Masahiro Ejiri Elect Masasugu Kanoutani Elect Takeo Tanaka  Elect Takeo Tanaka  Elect Takeo Tonaka  Elect Friikka Söderström Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Profits/Dividends Ratification of Board Acts Board Size Elect Leo Puri	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Asahiro Noda Elect Takao Fujimoto Elect Takao Fujimoto Elect Taksahi Cividends Elect Taksahi Bijri Elect Miseshi Okada Elect Yasumasa Gomi Elect Taksahi Ejiri Elect Taksahi Ejiri Elect Taksahi Ejiri Elect Mirne Egami Elect Taksao Fujimoto Elect Taksahi Ejiri Elect Allora	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  Statutory auditor board is not sufficiently independent; Professional Services
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yusumasa Gomi Elect Takashi Ejiri Elect Mime Egami Elect Masahi Ejiri Elect Mime Egami Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Ejiri Elect Mime Egami Elect Masahiro Ejiri Elect Masasugu Kanoutani Elect Takeo Tanaka  Elect Takeo Tanaka  Elect Takeo Tonaka  Elect Friikka Söderström Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Profits/Dividends Ratification of Board Acts Board Size Elect Leo Puri	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Asahiro Noda Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Taksahi Dividends Elect Taksahi Bijri Elect Mine Egami Elect Taksahi Bijri Elect Mine Egami Elect Taksao Fujimoto Elect Taksahi Bijri Elect Allocation Elect Taksahi Bijri Elect Mine Egami Elect Taksa Fujimoto Elect Taksahi Bijri Elect Mine Egami Elect Taksa Fujimoto Elect Taksani Bijri Elect Bijri Ele	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yuta Hanada Elect Yusumasa Gomi Elect Taksahi Ejiri Elect Mises Ejiri Elect Mises Ejiri Elect Mises Ejiri Elect Masatsugu Kanoutani Elect Takeo Tanaka  Elect Takeo Tanaka  Elect Takeo Tonaka  Elect Takeo Tonaka  Elect Tonaka  Elect Takeo Tonaka  Elect Lick Maroto Connino  Elect Lick Maroto Connino  Elect Lick Maroto Connino  Elect Lick Tonaka	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Obic Co. Ltd. Obic Co.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/36/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Eichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Assahiro Noda Elect Shoichi Tachibana Elect Takas Ortjimoto Elect Takashi Okada Elect Takashi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalsugu Kanoutani Elect Takashi Ejiri Elect Mime Egami Elect Takeo Tanaka  Elect Erikka Söderström Elect Takeo Tanaka  Elect Erikka Söderström Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Board Acts Board Size Elect Leis Maroto Camino Elect William L. Connelly Elect Luis Maroto Camino Elect Elect Flera Garcia Ceballos-Zūñiga Elect Slephan Gemkow	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takashi Cinda Elect Takashi Cinda Elect Takashi Dividends Elect Takashi Bijri Elect Bijri Elect Bijri Allocation of Profits/Dividends Ratification of Board Acts Board Size Elect Leo Puri Elect Pijri García Ceballos-Zúñiga Elect Stephan Gemkow Elect Peter Kürpick	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Obic Co. Ltd. Obic Co.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/36/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Eichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Assahiro Noda Elect Shoichi Tachibana Elect Takas Ortjimoto Elect Takashi Okada Elect Takashi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalsugu Kanoutani Elect Takashi Ejiri Elect Mime Egami Elect Takeo Tanaka  Elect Erikka Söderström Elect Takeo Tanaka  Elect Erikka Söderström Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Board Acts Board Size Elect Leis Maroto Camino Elect William L. Connelly Elect Luis Maroto Camino Elect Elect Flera Garcia Ceballos-Zūñiga Elect Slephan Gemkow	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takashi Cinda Elect Takashi Cinda Elect Takashi Dividends Elect Takashi Bijri Elect Bijri Elect Bijri Allocation of Profits/Dividends Ratification of Board Acts Board Size Elect Leo Puri Elect Pijri García Ceballos-Zúñiga Elect Stephan Gemkow Elect Peter Kürpick	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Obic Co. Ltd. Obic C	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/36/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalsugu Kanoutani Elect Takashi Ejiri Elect Takashi Ejiri Elect Mime Egami Elect Takeo Tanaka  Elect Erikka Söderström Elect Takeo Tanaka  Elect Erikka Söderström Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Board Acts Board Size Elect Leiu Maroto Camino Elect William L. Connelly Elect Luis Maroto Camino Elect Stephan Gemkow Elect Peter Kürpick Elect Stephan Gemkow Elect Peter Kürpick Elect Stephan Gemkow Elect Peter Kürpick Elect Asenau Aselect	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Asahiro Noda Elect Takashiro Birin Elect Birin Elect Birin Accounts and Reports Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Profits/Dividends Ratification of Board Acts Board Size Elect Leo Puri Elect William L. Connelly Elect Lius Maroto Camino Elect Pilar Carcia Ceballos-Zuñiga Elect Peter Kürpick Elect Jana Eggers	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  Statutory auditor board is not sufficiently independent; Professional Services
Hoya Corporation Obic Co. Ltd. Obic C	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/36/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato  Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalsugu Kanoutani Elect Takashi Ejiri Elect Takashi Ejiri Elect Mime Egami Elect Takeo Tanaka  Elect Erikka Söderström Elect Takeo Tanaka  Elect Erikka Söderström Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Board Acts Board Size Elect Leiu Maroto Camino Elect William L. Connelly Elect Luis Maroto Camino Elect Stephan Gemkow Elect Peter Kürpick Elect Stephan Gemkow Elect Peter Kürpick Elect Stephan Gemkow Elect Peter Kürpick Elect Asenau Aselect	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.

Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Lester B. Knight	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Gregory C. Case	For	For	
Aon Global Ltd Aon Global Ltd	6/27/2025 6/27/2025	GB00B5BT0K07 GB00B5BT0K07	Management	Elect José Antonio Álvarez Álvarez Elect CAI Jinyong	For For	For	
			Management Management				
Aon Global Ltd Aon Global Ltd	6/27/2025	GB00B5BT0K07 GB00B5BT0K07	Management	Elect Jeffrey C. Campbell  Elect Cheryl A. Francis	For For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Adriana Karaboutis	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Richard C. Notebaert	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Gloria Santona	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Sarah E. Smith	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Byron O. Spruell	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect James G. Stavridis	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Advisory Vote on Executive Compensation	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Appointment of Statutory Auditor	For	Against	The auditor's tenure is excessive.
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Authority to Set Statutory Auditor's Fees	For	For	CACCASIVE.
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Amendment to the Aon plc 2011 Incentive Plan	For	For	
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Larry Page	For	For	Less than 75% Attendance
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Sergey Brin	For	For	
Alphabet Inc	6/6/2025	US02079K3059 US02079K3059	Management	Elect Sundar Pichai	For For	For	
							nominating and/or governance committee and the diversity disclosure rating is poor.: The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR: The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Frances H. Arnold	For	Against	The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect R. Martin Chavez	For	For	A #Filint - (Inc.)
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect L. John Doerr	For	For	Affiliate/Insider on compensation committee
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Roger W. Ferguson, Jr.	For	For	compensation committee
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect K. Ram Shriram	For	For	
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Robin L. Washington	For	For	
Alphabet Inc	6/6/2025	US02079K3059	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Right to Act by Written Consent	Against	For	excessive.  Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Excluding Share Repurchases in	Against	Against	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Executive Compensation Shareholder Proposal Regarding Report on Discrimination Risk of	Against	Against	This proposal has been
Apriabet inc	0/0/2023	0002073100033	Share louer	Charitable Contributions	Against	Agamst	labeled as "Anti-ESG" due to the shareholder proponent.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Participation in Human Rights Campaign's Corporate Equality Index	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Disclosure Related to 2030 Climate Goals	Against	For	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Recapitalization	Against	For	Allowing one vote per share generally operates as a safeguard for common
Alphabet Inc	elelanar	110000701/2050	Shara Holds-	Shareholder Proposal Regarding Third-Party Report on Due Diligence in	Against	Agoin-t	shareholders
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Conflict-Affected and High-Risk Areas	Against	Against	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding GenAl Discrimination	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	Against	For	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Human Rights Impact Assessment of Al- Driven Targeted Advertising	Against	For	An independent review of human rights considerations in advertising could benefit shareholders
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Alignment of Lobbying and Policy	Against	Against	
riphaset IIIC	0/0/2023		Gnarerioluei	Influence Activities with Child Safety Commitments	riganist	riganist	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Report and Targets on Child Safety	Against	Against	
Booking Holdings Inc	6/3/2025	119009571 4000	Management	Impacts	For	For	
Booking Holdings Inc Booking Holdings Inc	6/3/2025 6/3/2025	US09857L1089 US09857L1089	Management Management	Elect Glenn D. Fogel Elect Mirian M. Graddick-Weir	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Kelly J. Grier	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Robert J. Mylod Jr.	For	Withhold	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Charles H. Noski	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Joseph Quinlan	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Nicholas J. Read	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Thomas E. Rothman	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Sumit Singh	For	For	
Booking Holdings Inc Booking Holdings Inc	6/3/2025	US09857L1089 US09857L1089	Management Management	Elect Lynn M. Vojvodich Radakovich  Elect Vanessa A. Wittman	For For	For	
Booking Holdings Inc  Booking Holdings Inc	6/3/2025	US09857L1089	Management	Advisory Vote on Executive Compensation	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Ratification of Auditor	For	Against	The auditor's tenure is
<u> </u>	<u> </u>						excessive.

Booking Holdings Inc	6/3/2025	US09857L1089	ShareHolder	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	A 10% threshold for calling a
							special meeting is appropriate
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect D. James Umpleby III	For	Against	The company is not a UNGC participant or signatory or the
							Human Rights Policy does not align with UDHR.
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect Rayford Wilkins Jr.	For	For	angri mar obrira.
Caterpillar Inc.	6/11/2025	US1491231015	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Caterpillar Inc.	6/11/2025	US1491231015	Management	Advisory Vote on Executive Compensation	For	For	excessive.
Caterpillar Inc.	6/11/2025	US1491231015	ShareHolder	Shareholder Proposal Regarding Civil Rights Audit	Against	For	
Caterpillar Inc.	6/11/2025	US1491231015	ShareHolder	Shareholder Proposal Regarding Report on Discrimination Risk of	Against	Against	This proposal has been
				Charitable Match Program			labeled as "Anti-ESG" due to the shareholder proponent.
Caterpillar Inc.	6/11/2025	US1491231015	ShareHolder	Shareholder Proposal Regarding Abolishing DEI Policies, Department, and	Against	Against	This proposal has been
,				Goals			labeled as "Anti-ESG" due to
							the shareholder proponent.
Caterpillar Inc. Caterpillar Inc.	6/11/2025 6/11/2025	US1491231015 US1491231015	Management Management	Elect Joseph E. Creed Elect James C. Fish, Jr.	For	For	
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect Gerald Johnson	For	For	
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect Nazzic S. Keene	For	For	
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect David W. MacLennan	For	For	
Caterpillar Inc. Caterpillar Inc.	6/11/2025 6/11/2025	US1491231015 US1491231015	Management Management	Elect Judith F. Marks Elect Debra L. Reed-Klages	For For	For	
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect Susan C. Schwab	For	For	
Core & Main Inc	6/24/2025	US21874C1027	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has
							no ties between compensation and sustainability.
Core & Main Inc	6/24/2025	US21874C1027	Management	Elect Dennis G. Gipson	For	Withhold	The nominee is a male
Gore & Wall Title	0/24/2020	002107401027	Wallagement	Elect Bernia G. Olpson	T GI	Withinoid	member of the nominating
							and/or governance committee
							and there is insufficient female representation on the board of
							directors.
Core & Main Inc	6/24/2025	US21874C1027	Management	Elect James D. Hope	For	For	
Core & Main Inc	6/24/2025 6/24/2025	US21874C1027 US21874C1027	Management Management	Elect Mark R. Witkowski  Ratification of Auditor	For For	For	
Lululemon Athletica inc.	6/11/2025	US5500211090	Management	Ratification of Auditor  Ratification of Auditor	For	For	+
Lululemon Athletica inc.	6/11/2025	US5500211090	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has
							no ties between compensation and sustainability.
Lululemon Athletica inc.	6/11/2025	US5500211090	ShareHolder	Shareholder Proposal Regarding Report on Discrimination Risk of	Ait	Annings	
Editiemon Athletica Inc.	6/11/2025	035500211090	Shareholder	Charitable Contributions	Against	Against	This proposal has been labeled as "Anti-ESG" due to
							the shareholder proponent.
Lululemon Athletica inc.	6/11/2025	US5500211090	Management	Elect Kathryn Henry	For	For	
Lululemon Athletica inc.	6/11/2025	US5500211090	Management	Elect Alison Loehnis	For	For	
Lululemon Athletica inc.  Mastercard Incorporated	6/11/2025 6/24/2025	US5500211090 US57636Q1040	Management Management	Elect Jonathan McNeill Elect Merit E. Janow	For For	For Against	The company is not a UNGC
masoroara mostporatoa	0/2/1/2020	000700041010	management	Elos Mon E. Ganov	1.51	rigamor	participant or signatory or the
							Human Rights Policy does not align with UDHR.
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Candido Botelho Bracher	For	For	, .
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Richard K. Davis	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Julius Genachowski	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Goh Choon Phong	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Oki Matsumoto  Elect Michael Miebach	For For	For	
Mastercard Incorporated  Mastercard Incorporated	6/24/2025 6/24/2025	US57636Q1040 US57636Q1040	Management Management	Elect Youngme E. Moon	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Rima Qureshi	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Gabrielle Sulzberger	For	For	
Mastercard Incorporated  Mastercard Incorporated	6/24/2025	US57636Q1040 US57636Q1040	Management	Elect Harit Talwar Elect Lance Uggla	For	For For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management Management	Advisory Vote on Executive Compensation	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Amendment to Certificate of Incorporation to Limit the Liability of Certain	For	Against	excessive. Not in shareholders' best
Management In comments of		1105702004040		Officers			interests
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Amendment to Certificate of Incorporation to Remove Industry Director Concept	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Amendment to Certificate of Incorporation to Implement Other Miscellaneou Changes	s For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	ShareHolder	Shareholder Proposal Regarding Racial Equity Audit	Against	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	ShareHolder	Shareholder Proposal Regarding Report on Affirmative Action Risks	Against	Against	This proposal has been labeled as "Anti-ESG" due to
							the shareholder proponent.
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Richard N. Barton	For	For	+
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Mathias Döpfner	For	For	
Location and the second		LICC4440L40C4	Management	Elect Reed Hastings	For	Against	The company is not a UNGC
Netflix Inc.	6/5/2025	US64110L1061					participant or signatory or the Human Rights Policy does not
Netflix Inc.	6/5/2025	030411011001					
Netflix Inc.	6/5/2025	030411011061					align with UDHR.
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Jay C. Hoag	For	Against	
Netflix Inc. Netflix Inc.	6/5/2025 6/5/2025	US64110L1061 US64110L1061	Management	Elect Leslie J. Kilgore	For	For	align with UDHR.
Netflix Inc. Netflix Inc. Netflix Inc.	6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061	Management Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa	For	For For	align with UDHR.
Netflix Inc. Netflix Inc.	6/5/2025 6/5/2025	US64110L1061 US64110L1061	Management	Elect Leslie J. Kilgore	For	For	align with UDHR.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061	Management Management Management Management Management Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice	For For For For	For For For For	align with UDHR.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061	Management Management Management Management Management Management Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos	For For For For For For	For For For For For	align with UDHR.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061	Management Management Management Management Management Management Management Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice	For For For For	For For For For	align with UDHR.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061	Management Management Management Management Management Management Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Bredford L. Smith	For For For For For For For	For For For For For For For	align with UDHR.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061	Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation	For	For	align with UDHR.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061	Management ShareHolder	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan	For	For	align with UDHR. Less than 75% Attendance
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061	Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation	For	For	align with UDHR.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings	For For For For For For For For For Against Against	For	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061 US64110L1061	Management ShareHolder	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan	For	For	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder ShareHolder	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Proposal Regarding Right to Call Special Meetings	For For For For For For For For For Against Against	For	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been labeled as "Anti-ESG" due to
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder ShareHolder	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Man Mather Elect Greg Peters Elect Susan Rice Elect Susan Rice Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Proposal Regarding Amending Code of Ethics Shareholder Proposal Regarding Report on Affirmative Action Risks	For For For For For For For For For Against Against Against	For For For For For For For For For Against Against	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder ShareHolder	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Proposal Regarding Right to Call Special Meetings	For For For For For For For For For Against Against	For	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  This proposal has been
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder ShareHolder	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Susan Rice Elect Theodore A. Sarandos Elect Bredford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Proposal Regarding Amending Code of Ethics Shareholder Proposal Regarding Report on Affirmative Action Risks Shareholder Proposal Regarding Report on Discrimination Risk of	For For For For For For For For For Against Against Against	For For For For For For For For For Against Against	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder ShareHolder	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Susan Rice Elect Theodore A. Sarandos Elect Bredford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Proposal Regarding Amending Code of Ethics Shareholder Proposal Regarding Report on Affirmative Action Risks Shareholder Proposal Regarding Report on Discrimination Risk of	For For For For For For For For For Against Against Against	For For For For For For For For For Against Against	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  This proposal has bed as "Anti-ESG" due to the shareholder proponent.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management Management Management Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Proposal Regarding Amending Code of Ethics Shareholder Proposal Regarding Report on Affirmative Action Risks Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions  Elect Robert K. Burgess Elect Tench Coxe	For	For For For For For For For For For Against Against Against For	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management Management Management Management Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Man Mather Elect Greg Peters Elect Susan Rice Elect Susan Rice Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Proposal Regarding Amending Code of Ethics Shareholder Proposal Regarding Report on Affirmative Action Risks Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions Elect Robert K. Burgess Elect Tench Coxe Elect Tench Coxe Elect Tench Coxe Elect Tench Coxe	For	For	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Netflix Inc.	6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025 6/5/2025	US64110L1061	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management Management Management Management	Elect Leslie J. Kilgore Elect Strive T. Masiyiwa Elect Strive T. Masiyiwa Elect Ann Mather Elect Greg Peters Elect Susan Rice Elect Theodore A. Sarandos Elect Bradford L. Smith Elect Anne M. Sweeney Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings Shareholder Proposal Regarding Amending Code of Ethics Shareholder Proposal Regarding Report on Affirmative Action Risks Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions  Elect Robert K. Burgess Elect Tench Coxe	For	For For For For For For For For For Against Against Against For	align with UDHR.  Less than 75% Attendance  A 15% threshold for calling a special meeting is appropriate  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.

March   Marc	NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Dawn Hudson	For	For	
Margin Corp.								
March   Marc								
March Color	NVIDIA Corp		US67066G1040					Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
March   Marc								
March   Marc								
MOA Dec   MOAS   MOAD   Moadward   Measure   Moad of Market   Moad of Ma								Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee
Montain Company   Management								
Michael								The coditors to some in
Month Colors	NVIDIA COIP	0/25/2025	030700001040	Management	Natification of Addition	roi	Against	
March Coop	NVIDIA Corp	6/25/2025	US67066G1040	Management		For	For	
Model Cologs	NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder		Against	Against	
Model   Company   Compan	NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder		Against	For	
Compared	NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder	Shareholder Proposal Regarding Workforce Data	Against	For	Requested reporting provide
Description for the Committee of the C	Unitedhealth Group Inc	6/2/2025	US91324P1021	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
Combined   Comparison   Compa	Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Charles Baker	For	For	
Distribution   Dist	·			Management				The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
United-sealth Group Inc								
Underhealth Group Inc	·							T
United-eath Group tro	Ontednealth Group Inc			wanagement	Elect Stephen J. Hemsley	FUI	Poi	participant or signatory or the Human Rights Policy does not
Uniterferential Group Inc  OCCUSS  USP124P1021  Management  Ched. John 1. Novemonity  For  Agent  OCCUSS  USP124P1021  Management  Ched. John 1. Novemonity  For  Agent  OCCUSS  USP124P1021  Management  Ched. John 1. Novemonity  For  Append  OCCUSS  USP124P1021  Management  Ched. John 1. Novemonity  For  Adalan  Uniterferential Group Inc  OCCUSS  USP124P1021  Management  Management  Exicd Andrew With  For  Adalan  OCCUSS  USP124P1021  Management  Management  Adalany Novem Checkshirt Compression  For  Adalan  OCCUSS  USP124P1021  Management  Adalany Novem Checkshirt Compression  For  Adalan  The souther Checkshirt Compression  For  Adalan  OCCUSS  USP124P1021  Management  Adalany Novem Checkshirt Compression  For  Agent  The souther Checkshirt Compression  For  Agent  Agent  OCCUSS  USP124P1021  Management  Checkshirt Compression  For  Agent  Agent  OCCUSS  USP124P1031  Management  Check Paul Selben  For  Agent  Agent  The nominate area  Excl. Genetics  Compression  OCCUSS  OCCUSS  USP224P1064  Management  Excl. Management  Check Paul Selben  For  Agent  The nominate area  For  Agent  The nominate area  Check Paul Selben  OCCUSS  OCCUSS  USP224P1064  Management  Check Paul Selben  For  Agent  The nominate area  of the boor of a fee  occusion and the selben  occusion and the sel	·				· · · · · · · · · · · · · · · · · · ·			
Uniderhealth Group Inc    Gold   Company   Com	Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect F. William McNabb, III	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Ustacheals Group to: GERBSEP 1021 Management Stat Andrew Willy For Assamling and by grand months of the control and remote	Unitedhealth Group Inc			Management	Elect Valerie C. Montgomery Rice		For	
Unterheath Group he 62/2025 US9124911021 Management Apriesry Viste on Executive Compensation For For Against The auditor's terrure excessive.  Unterheath Group he 62/2025 US9224751084 Management Ratification of Auditor For Against The normines serves ES committee and control of the Committee of	оппесинали стор пс	0/2/2025	US91324P1U21	wariagement	Elect John N. Noseworiny	ru	Agamst	nomination or governance committee if the company does not disclose EEO1 reporting; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
United-health Group Inc	Unitedhealth Group Inc	6/2/2025		Management	Elect Andrew Witty	For	Abstain	
Verw Systems Inc   Vision								
Verva Systems Inc  6/18/2025  US8224751084  Management  Elect Marshall Mohr  For  Against  The nominee serves EGG committee and company does not not company	Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Veeva Systems Inc   G18/2025   US9224751084   Management   Elect Matthew J. Wallach   For   Against   The nominee serves   CS committee and town of concentrate and company does not re-	Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Priscilla Hung	For	Against	The nominee serves on the ESG committee and the company does not report to
Vseva Systems Inc         6/18/2025         US9224751084         Management         Elect Cordon Ritter         For         Against         The nominee serves of the board at less company which does of the board at less company which does of Hot Startisk.           Vseva Systems Inc         6/18/2025         US9224751084         Management         Elect Paul Sekhri         For         Against         The nominee is a ma member of the nomine and or governance or and there is insufficient female representation on the directors.           Vseva Systems Inc         6/18/2025         US9224751084         Management         Elect Matthew J. Wallach         For         Against         The nominee is a ma member of the nomine is a ma member of the nomine and or governance or and the representation on the directors.           Vseva Systems Inc         6/18/2025         US9224751084         Management         Elect Matthew J. Wallach         For         Against         The nominee is a ma member of the nomine and or governance or and there is insufficient female representation on the directors.           Vseva Systems Inc         6/18/2025         US9224751084         Management         Ratification of Auditor         For         For           Vseva Systems Inc         6/18/2025         US9224751084         Management         Elect Timothy Cabral         For         For	Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Marshall Mohr	For	Against	The nominee serves on the ESG committee and the company does not report to
Veeva Systems Inc   G/18/2025   US9224751084   Management   Elect Paul Sekhri   For   Against   The nomine is a mamber of the nominal narrow of the promise is a mamber of the nominal narrow of the promise is a mamber of the nominal narrow of the narr	Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Gordon Ritter	For	Against	The nominee serves as Chair of the board at a tier 3 company which does not have
week Systems Inc    Veeva Systems Inc   6/18/2025   US9224751084   Management   Ratification of Auditor   For   For   Veeva Systems Inc   6/18/2025   US9224751084   Management   Elect Timothy Cabral   For   For   For   For   Cabral   For   Cabral   For   For   Cabral   For   Cabral   For   Cabral   For   For   Cabral   Cabral   For   Cabral	Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Paul Sekhri	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Veeva Systems Inc         6/18/2025         US9224751084         Management         Elect Timothy Cabral         For         For								nominating and/or governance committee and there is insufficient female representation on the board of
· · · · · · · · · · · · · · · · · · ·								
veeva systems into 10/10/2020 1059224751004 (Mishagement Elect Mark Cardes For For								
Veeva Systems Inc         6/18/2025         US9224751084         Management         Elect Peter P. Gassner         For         For           Veeva Systems Inc         6/18/2025         US9224751084         Management         Elect Mary Lynne Hedley         For         For								



ssuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recomme	ndation Vote Decision	on Vote Note
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect Balkrishan Kalra	For	For	
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect James C. Madden	For	For	
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect Ajay Agrawal	For	For	
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect Laura Conigliaro	For	For	Board level diversity
							demographic information not fully disclosed
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect Tamara Franklin	For	For	Tanv diodiosod
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect Nicholas C. Gangestad	For	For	
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect Carol Lindstrom	For	For	
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect CeCelia Morken	For	For	
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect Brian M. Stevens	For	For	
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Elect Mark Verdi	For	For	
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.
Genpact Ltd	5/22/2025	BMG3922B1072	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Shauneen Bruder	For	For	excessive.
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Jo-ann dePass Olsovsky	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect David Freeman	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Denise Gray	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Justin M. Howell	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Susan C. Jones	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Robert M. Knight, Jr.	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Michel Letellier	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Margaret A. McKenzie	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Al Monaco	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Elect Tracy Robinson	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Appointment of Auditor	For	Withhold	The auditor's tenure is
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Advisory Vote on Executive Compensation	For	For	excessive.
Canadian National Railway Co.  Canadian National Railway Co.	5/2/2025	CA1363751027 CA1363751027	Management Management	Advisory Vote on Executive Compensation  Advisory Vote on Climate Action Plan	For For	For	
Canadian National Railway Co. Tencent Holdings Ltd.	5/2/2025	KYG875721634	Management Management	Advisory Vote on Climate Action Plan Accounts and Reports	For	For	
Tencent Holdings Ltd. Tencent Holdings Ltd.				Allocation of Profits/Dividends	For	For	
l encent Holdings Ltd. Tencent Holdings Ltd.	5/14/2025 5/14/2025	KYG875721634 KYG875721634	Management Management	Allocation of Profits/Dividends  Elect LI Dong Sheng	For	Against	The nominee is a male
i encent Holdings Ltd.	5/14/2025	KYG8/5/21634	wanagement	Elect LI Dong Sneng	For	Against	member of the nominating and/or governance committee and there is insufficient female representation on the board o directors.
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Elect YANG Siu Shun	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board o directors.
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Directors' Fees	For	For	
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Appointment of Auditor and Authority to Set Fees	For	Against	The auditor's tenure is excessive.
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Authority to Issue Shares w/o Preemptive Rights	For	Against	Issue price discount not
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Authority to Repurchase Shares	For	For	disclosed
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Allocation of Dividends	For	For	
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Ratification of Management Board Acts	For	Against	Ongoing investigations
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Ratification of Supervisory Board Acts	For	For	- 3 3 3
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Amendments to Articles (Electronic Shares)	For	For	
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Increase in Authorised Capital	For	For	
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Elect Jean-Pierre Mustier as Supervisory Board member	For	For	
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Amendments to Articles (Virtual Meeting)	For	For	
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Management Board Remuneration Policy	For	For	
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Remuneration Report	For	For	
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Appointment of Auditor	For	For	
Deutsche Boerse AG	5/14/2025	DE0005810055	Management	Appointment of Auditor for Sustainability Reporting	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Allocation of Dividends	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Ratification of Management Board Acts	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Ratification of Supervisory Board Acts	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Appointment of Auditor	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Appointment of Auditor for Sustainability Reporting	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Remuneration Report	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Increase in Authorised Capital I	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Increase in Authorised Capital II	For	For	
Sap SE	5/13/2025	DE0007164600	Management	Amendments to Articles (Virtual Meeting)	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Accounts and Reports	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Allocation of Profits/Dividends	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Steven Philip Richman	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Patrick CHAN Kin Wah	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Frank CHAN Chi Chung	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Camille JOJO	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Robert Hinman Getz	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board o directors.
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Caroline Christina Kracht	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Karen NG Ka Fai	For	For	
Fechtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Stephen WONG Tsi Chuen	For	For	
Fechtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Directors' Fees	For	For	
Fechtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Fechtronic Industries Co. Ltd.	5/9/2025 5/9/2025	HK0669013440 HK0669013440	Management Management	Authority to Issue Shares w/o Preemptive Rights  Authority to Repurchase Shares	For For	For For	
Techtronic industries Co. Ltd.	5/9/2025	HK0669013440	Management	Amendments to Articles	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Remuneration Report	For	For	We are voting in favour of this remuneration report after our engagement with Euronext momt
Euronext N.V.	5/15/2025	NL0006294274	Management	Accounts and Reports	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Allocation of Dividends	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Ratification of Management Board Acts	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Ratification of Supervisory Board Acts	For	For	
	5/15/2025	NL0006294274	Management	Elect Piero Novelli	For	For	
		1.0	144	Fig. 1 On the Other	F	-	
Euronext N.V.	5/15/2025	NL0006294274	Management	Elect Olivier Sichel	For	For	
Euronext N.V. Euronext N.V. Euronext N.V. Euronext N.V.	5/15/2025 5/15/2025 5/15/2025	NL0006294274 NL0006294274 NL0006294274	Management Management Management	Elect Olivier Sichel  Elect Francesca Scaglia  Elect Delphine d'Amarzit	For For	For For	

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Euronext N.V.	5/15/2025	NL0006294274	Management	Elect René van Vlerken	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Management Board Remuneration Policy	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Supervisory Board Remuneration Policy	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Appointment of Auditor	For	For	
Euronext N.V. Euronext N.V.	5/15/2025	NL0006294274 NL0006294274	Management		For For	For	
Euronext N.V.	5/15/2025	NL0006294274 NL0006294274	Management Management	Authority to Issue Shares w/ Preemptive Rights Authority to Suppress Preemptive Rights	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Authority to Repurchase Shares	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Approval of Rights Grant to French Beneficiaries	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Authority to Suppress Preemptive Rights	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Authority to Repurchase Shares	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Cancellation of Shares	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Appointment of Auditor for Sustainability Reporting	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Remuneration Report	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Accounts and Reports	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Allocation of Dividends	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Ratification of Management Board Acts	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Ratification of Supervisory Board Acts	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Elect Kevin Entricken	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Elect Stacey Caywood	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Elect Ann E. Ziegler to the Supervisory Board	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Remuneration Policy	For	For	
Wolters Kluwers NV	5/15/2025	NL0000395903	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Partners Group Holding	5/21/2025	CH0024608827	Management	Accounts and Reports	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Report on Non-Financial Matters	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Allocation of Dividends	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Ratification of Board and Management Acts	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Compensation Report	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Board Compensation	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Board Compensation (Long-Term)	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Board Compensation ("Technical Non-Financial")	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Executive Compensation (Fixed)	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Executive Compensation (Long-Term)	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Executive Compensation ("Technical Non-Financial")	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Steffen Meister as Board Chair	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Urban Angehm	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Marcel Erni	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Alfred Gantner	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Anne Lester	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Gaëlle Olivier	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Urs Wietlisbach	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Flora Zhao	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Flora Zhao as Nominating and Compensation Committee Member	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Anne Lester as Nominating and Compensation Committee Member	For	Unvoted	
Tarticle Group Holding	0/2 1/2020	0110024000021	Wallagement	Lieux Anno Lester as Norminating and Compensation Committee Member		Onvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Gaëlle Olivier as Nominating and Compensation Committee Member	For	Unvoted	
D. 1	F/04/000F	011000400007		1			
Partners Group Holding	5/21/2025	CH0024608827	Management	Appointment of Independent Proxy	For	Unvoted	
Partners Group Holding	5/21/2025	CH0024608827	Management	Appointment of Auditor	For	Unvoted	
Partners Group Holding  Amazon.com Inc.	5/21/2025 5/21/2025	CH0024608827 US0231351067	Management Management	Transaction of Other Business Elect Jeffrey P. Bezos	Undetermined For	Unvoted Against	The company is not a UNGC
, and Estimated the second sec	0/2 1/2020	000201001001	managomoni	List comby 1 1 Bazas	1 01	riguniot	participant or signatory or the
							Human Rights Policy does not align with UDHR.
Amoron com Inc	E/24/202E	1100221251067	Management	Elect Andrew P. Joseph	Enr	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	•	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Keith B. Alexander	For	For	
Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067 US0231351067	Management Management	Elect Keith B. Alexander Elect Edith W. Cooper	For For	For For	
Amazon.com Inc. Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067	Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick	For For	For For	
Amazon.com Inc. Amazon.com Inc. Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher	For For For	For For For	
Amazon.com Inc. Amazon.com Inc. Amazon.com Inc. Amazon.com Inc. Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng	For For For For	For For For For	
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher	For For For	For For For	
Amazon.com inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein	For For For For For For For For	For For For For For For For	
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathau J. Rubinstein Elect Brad D. Smith	For For For For For For For For For	For For For For For For For	
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Patricia Q. Stonesifer	For	For For For For For For For For For	
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks	For	For	align with UDHR.
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks	For	For For For For For For For For For	
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation	For	For For For For For For For For Against Against	align with UDHR.  The auditor's tenure is excessive.
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad O. Shonesifer Elect Wendell P. Weeks Ratification of Auditor	For	For For For For For For For For For Against	align with UDHR.
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Par	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a pro-
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendeil P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Partial O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Par	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect John S. Robert S. Gorelick Elect Brad D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Third-Party Assessment of Board	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agends. Supporting this proposal is in the best interests of shareholders.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of AI Shareholder Proposal Regarding Report on Plastic Packaging	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Brad D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendeil P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Andditional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as 'Anti-ESG' due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect India K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Norking Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Andditional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as 'Anti-ESG' due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Wanda M. Austin	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Andditional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as 'Anti-ESG' due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Jamies P. Huttenlocher Elect Andrew Y. Ng Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Patricia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Climate Commitments and Al Ostar Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Norking Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway	For	For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Andditional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as 'Anti-ESG' due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management Management Management Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect India K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Kobert A. Bradway Elect Wanda M. Austin	For	For For For For For For For For For Against Against Against Against Against For	The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Andditional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as 'Anti-ESG' due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions  Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Robert A. Eckert	For	For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted.  This proposal has been labeled as 'Anti-ESG' due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Jamies P. Huttenlocher Elect Andrew Y. Ng Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies  Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Risk of Al Data Sourcing  Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Robert A. Eradway Elect Robert A. Eckert Elect Greg C. Garland	For	For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Working Conditions  Shareholder Proposal Regarding Report on Risk of Al Data Sourcing  Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Grang C. Garland Elect Charles M. Holley, Jr.	For	For For For For For For For For For Against Against Against For  For Against Against For  For Against Against For For For Against For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions  Shareholder Proposal Regarding Report on Risk of Al Data Sourcing  Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Robert A. Eckert Elect Greg C. Garland Elect Charles M. Holley, Jr. Elect S. Omar Ishrak	For	For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067 US0231351069 US0231352098 US02311622098 US0311622098 US0311622098 US0311622098 US0311622098 US0311622098 US0311622098 US0311622098 US0311622098 US0311622098	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Jamies P. Huttenlocher Elect Andrew Y. Ng Elect John S. Kooyi Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Working Conditions  Shareholder Proposal Regarding Report on Risk of Al Data Sourcing  Elect Robert A. Bradway Elect Michael V. Drake Elect Robert A. Bradway Elect Michael V. Drake Elect Robert A. Eckert  Elect Grag C. Garland Elect Charles M. Holley, Jr. Elect Corp. John Scott Scot	For	For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of AI Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Working Conditions  Shareholder Proposal Regarding Report on Risk of AI Data Sourcing  Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Charles M. Holley, Jr. Elect S. Omar Ishrak Elect Charles M. Holley, Jr. Elect S. Omar Ishrak Elect Tyler Jacks Elect Mary E. Klotman	For	For For For For For For For For Against Against Against For For Against Against For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067 US0231351069 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351069 US02311622098	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions  Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Greg C. Garland Elect Charles M. Holley, Jr. Elect S. Omar Ishrak Elect Tyler Jacks Elect Tyler Jacks Elect Tyler Jacks Elect Tyler Jacks Elect Ellen J. Kullman Elect Ellen J. Kullman	For	For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Robert A. Bradway Elect Michael V. Drake Elect Greg C. Garland Elect Charles M. Holley, Jr. Elect Corp C. Garland Elect Charles M. Holley, Jr. Elect Cliect S. Omar Ishrak Elect Tyler Jacks Elect High J. Kullman Elect Amy E. Miles	For	For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Working Conditions  Shareholder Proposal Regarding Report on Risk of Al Data Sourcing  Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Greg C. Garland Elect Charles M. Holley, Jr. Elects Comar Ishrak Elect Elien J. Kullman Elect Elien J. Kullman Elect Elien J. Kullman Elect Elien J. Kullman Elect Elient J. Kullman	For	For For For For For For For For For Against Against Against For  For For For For For For For For Fo	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  This proposal is the target of a Vote No Campaign.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Robert A. Bradway Elect Michael V. Drake Elect Greg C. Garland Elect Charles M. Holley, Jr. Elect Corp C. Garland Elect Charles M. Holley, Jr. Elect Cliect S. Omar Ishrak Elect Tyler Jacks Elect High J. Kullman Elect Amy E. Miles	For	For	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions  Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Plastic Packaging  Shareholder Proposal Regarding Report on Working Conditions  Shareholder Proposal Regarding Report on Risk of Al Data Sourcing  Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Greg C. Garland Elect Charles M. Holley, Jr. Elects Comar Ishrak Elect Elien J. Kullman Elect Elien J. Kullman Elect Elien J. Kullman Elect Elien J. Kullman Elect Elient J. Kullman	For	For For For For For For For For For Against Against Against For  For For For For For For For For Fo	align with UDHR.  The auditor's tenure is excessive.  A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda  Supporting this proposal is in the best interests of shareholders.  Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  This proposal is the target of a Vote No Campaign.

Arista Networks Inc	5/30/2025	US0404132054	Management	Elect Daniel Scheinman	For	Withhold	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
Arista Networks Inc	5/30/2025	US0404132054	managomoni	Elect Yvonne Wassenaar	For	For	
Arista Networks Inc	5/30/2025	US0404132054		Advisory Vote on Executive Compensation	For	Against	Grants are excessive
Arista Networks Inc	5/30/2025	US0404132054		Ratification of Auditor	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Michael L. Battles		For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Eric W. Gerstenberg	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Andrea Robertson		For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Lauren C. States	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Robert J. Willett	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Advisory Vote on Executive Compensation	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Ramona Sequeira	For	For	excessive.
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect Nicholas J. Valeriani	For	Against	The company is not a UNGC
Eurado Encocoridad desp	0.072020	002011021002		Local Mariana G. Calonian		rganist	participant or signatory or the Human Rights Policy does not align with UDHR.
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Bernard J. Zovighian	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Advisory Vote on Executive Compensation	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Amendment to the 2001 Employee Stock Purchase Plan for United States	For	For	excessive.
Zawaras Encodoridos Gorp	0,0,2020	002011021002		Employees			
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Amendment to the 2001 Employee Stock Purchase Plan for International	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Employees Elect Leslie C. Davis	For	For	
·							
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect David T. Feinberg		For	
Edwards Lifesciences Corp Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect Kieran T. Gallahue Elect Leslie Stone Heisz	For For	For	
	5/8/2025	US28176E1082					
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect Paul A. LaViolette		For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect Steven R. Loranger	For	For	
Fisery, Inc.	5/14/2025	US3377381088		Elect Frank J. Bisignano		Withhold	
Fisery, Inc.	5/14/2025	US3377381088		Elect Stephanie E. Cohen		For	
Fisery, Inc.	5/14/2025	US3377381088		Elect Henrique de Castro	For	For	
Fiserv, Inc.	5/14/2025	US3377381088		Elect Harry F. DiSimone	For	For	
Fisery, Inc.	5/14/2025	US33777381088	Management	Elect Lance M. Fritz	For	Withhold	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Fisery, Inc.	5/14/2025	US33777381088		Elect Ajel S. Gopal	For	Withhold	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Fiserv, Inc.	5/14/2025	US3377381088		Elect Michael P. Lyons	For	For	
Fisery, Inc.	5/14/2025 5/14/2025	US3377381088 US3377381088	Management	Elect Doyle R. Simons	For	For Withhold	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Fiserv, Inc.	5/14/2025	US3377381088	Management	Elect Kevin M. Warren	For	For	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Fiserv, Inc.	5/14/2025	US3377381088		Elect Charlotte B. Yarkoni	For	For	
Fiserv, Inc.	5/14/2025	US3377381088		Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.
Fiserv, Inc.	5/14/2025	US3377381088	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Fisery, Inc.	5/14/2025	US3377381088	ShareHolder	Shareholder Proposal Regarding Amendment to Clawback Policy	Against	For	excessive.
Gartner, Inc.	5/29/2025	US3666512062		Elect Peter E. Bisson	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Richard J. Bressler	For	Against	The company is not a UNGC
Gartner, Inc.	5/29/2025	US3666512062		Elect Raul E. Cesan	For	For	participant or signatory or the Human Rights Policy does not align with UDHR.
Gartner, Inc.	5/29/2025	US3666512062		Elect Karen E. Dykstra	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Diana S. Ferguson	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Anne Sutherland Fuchs		For	
Gartner, Inc.	5/29/2025	US3666512062		Elect William O. Grabe	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect José M. Gutiérrez	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Eugene A. Hall		For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Stephen G. Pagliuca	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Eileen M. Serra		For	
Gartner, Inc.	5/29/2025	US3666512062		Advisory Vote on Executive Compensation		For	
Gartner, Inc.	5/29/2025	US3666512062		Ratification of Auditor	For	Against	The auditor's tenure is
			_			-	excessive.
GQG Partners Inc.	5/22/2025	AU0000180499		Elect Bryan Weeks	For	For	
Home Depot, Inc.	5/22/2025	US4370761029		Elect Gerard J. Arpey	For	For	
Home Depot, Inc.	5/22/2025	US4370761029		Elect Ari Bousbib		For	
Home Depot, Inc.	5/22/2025	US4370761029		Elect Jeffery H. Boyd		For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Gregory D. Brenneman	For	For	

					-		
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect J. Frank Brown	For	Against	The company is not a UNGC participant or signatory or the
							Human Rights Policy does not
							align with UDHR.
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Edward P. Decker	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Wayne M. Hewett	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Manuel Kadre	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Stephanie C. Linnartz	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Paula Santilli	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Caryn Seidman Becker	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Asha Sharma	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Ratification of Auditor	For	Against	The auditor's tenure is
					_		excessive.
Home Depot, Inc.	5/22/2025	US4370761029	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.
Home Depot, Inc.	5/22/2025	US4370761029	ShareHolder	Shareholder Proposal Regarding Independent Chair	Against	For	An independent chair is better able to oversee the executives of a company and set a pro- shareholder agenda
Home Depot, Inc.	5/22/2025	US4370761029	ShareHolder	Shareholder Proposal Regarding Biodiversity Assessment	Against	Against	
Home Depot, Inc.	5/22/2025	US4370761029	ShareHolder	Shareholder Proposal Regarding Report on Plastic Packaging	Against	For	Supporting this proposal is in the best interests of shareholders.
Idexx Laboratories, Inc.	5/7/2025	US45168D1046	Management	Elect Stuart M. Essig	For	For	Grandiniudia.
Idexx Laboratories, Inc.	5/7/2025	US45168D1046	Management	Elect Jonathan J. Mazelsky	For	For	
Idexx Laboratories, Inc.	5/7/2025	US45168D1046	Management	Elect M. Anne Szostak	For	For	
Idexx Laboratories, Inc.	5/7/2025	US45168D1046	Management	Ratification of Auditor	For	Against	The auditor's tenure is
						-	excessive.
Idexx Laboratories, Inc.	5/7/2025	US45168D1046	Management	Advisory Vote on Executive Compensation	For	For	
Idexx Laboratories, Inc.	5/7/2025	US45168D1046	Management	Elimination of Supermajority Requirement	For	For	
Idexx Laboratories, Inc.	5/7/2025	US45168D1046	Management	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	Amendment is not in best
							interests of shareholders
Idexx Laboratories, Inc.	5/7/2025	US45168D1046	ShareHolder	Shareholder Proposal Regarding Board Declassification	Undetermined	For	The annual election of directors provides maximum accountability of directors to
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Elect Raul Alvarez	For	For	shareholders
Lilly(Eli) & Co	5/5/2025	US5324571083 US5324571083	Management	Elect Mary Lynne Hedley	For	For	
Lilly(Eli) & Co	5/5/2025	US5324571083 US5324571083	Management	Elect Kimberly H. Johnson	For	For	
		US5324571083 US5324571083		Elect Juan R. Luciano	For		This proposal is the target of a
Lilly(Eli) & Co	5/5/2025	05532457 1063	Management	Elect Juan R. Luciano	FOI	Against	Vote No Campaign.
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Advisory Vote on Executive Compensation	For	For	
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Ratification of Auditor	For	Against	The auditor's tenure is
							excessive.
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Repeal of Classified Board	For	For	
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Elimination of Supermajority Requirements	For	For	
Manhattan Associates, Inc.	5/13/2025	US5627501092	Management	Elect Thomas E. Noonan	For	For	
Manhattan Associates, Inc.	5/13/2025	US5627501092	Management	Elect Kimberly A. Kuryea	For	For	
Manhattan Associates, Inc.	5/13/2025	US5627501092	Management	Advisory Vote on Executive Compensation	For	For	
Manhattan Associates, Inc.	5/13/2025	US5627501092	Management	Ratification of Auditor	For	Against	The auditor's tenure is
						1	excessive.
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Anthony K. Anderson	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect John Q. Doyle	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect H. Edward Hanway	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Judith Hartmann	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Deborah C. Hopkins	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Tamara Ingram	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Jane Holl Lute	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Steven A. Mills	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Morton O. Schapiro	For	Against	This proposal is the target of a
Warsh & Wiccenham Cos., Inc.	3/13/2023	033717401023	wanagement	Elect Morton O. Schapho	Foi	Against	Vote No Campaign.
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Jan Siegmund	For	For	Vote No Campaign.
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Lloyd M. Yates	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Advisory Vote on Executive Compensation	For	For	
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Ratification of Auditor	For	Against	The auditor's tenure is
maron di Moccimiani GOS., IIIC.	3/ 13/2020	303717401023	managoment	Tables and I of Addition		, yamat	excessive.
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Amendment to the 2020 Incentive and Stock Award Plan	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Disclosure of Vote Results by Share Class	Against	For	Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Report on Efforts to Combat Hate	Against	For	Additional disclosure on the Company's efforts to address hate speech on its platforms is warranted
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Report and Targets on Child Safety Impacts	Against	For	Adoption of proposal provide shareholders assurance that the Company is managing associated risks
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Transparency Report on Deepfake Identifying Software	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Transition Plan and Renewable Energy	Against	For	
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Transparency Report on Data Collection and Advertising Practices	Against	For	Additional disclosure could provide shareholders with a better basis to understand risks
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Peggy Alford	For	Withhold	The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.

	5/28/2025	US30303M1027	Management	Elect Marc L. Andreessen	For	Withhold	The nominee serves on the nominating and/or governance committee and the diversity
							disclosure rating is poor.; The nominee is a male member of the nomineal is a male member of the nomineal manufacture and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is
							insufficient female representation on the board of directors.
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect John Arnold	For	For	
Meta Platforms Inc Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027 US30303M1027	Management Management	Elect Patrick Collison Elect John Elkann	For For	For For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Andrew W. Houston	For	Withhold	The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Nancy Killefer	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Robert M. Kimmitt Elect Dina Powell McCormick	For	For	
Meta Platforms Inc Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027 US30303M1027	Management Management	Elect Dina Powell McCormick Elect Charles Songhurst	For For	For For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Hock E. Tan	For	Withhold	Affiliate/Insider on audit
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Tracey T. Travis	For	Withhold	Other governance issue
Meta Platforms Inc Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027 US30303M1027	Management Management	Elect Dana White Elect Tony Xu	For For	For Withhold	The nominee serves on the
							nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Meta Platforms Inc Meta Platforms Inc	5/28/2025	US30303M1027 US30303M1027	Management	Elect Mark Zuckerberg	For	For	
			Management	Ratification of Auditor	For	For	
Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027	Management	Approval of the 2025 Equity Incentive Plan	For	Against	Contains Evergreen
			Management  Management  Management	Approval of the 2025 Equity Incentive Plan  Advisory Vote on Executive Compensation  Frequency of Advisory Vote on Executive Compensation	For 3 Years	Against For 1 Year	Provisions  An annual advisory vote on
Meta Platforms Inc  Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027 US30303M1027	Management	Advisory Vote on Executive Compensation	For	For	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc	5/28/2025 5/28/2025 5/28/2025	US30303M1027 US30303M1027 US30303M1027	Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For 3 Years	For 1 Year	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders.  Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027	Management Management ShareHolder Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann	For 3 Years Against	For 1 Year For For	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a
Meta Platforms Inc  Mettler-Toledo International, Inc.  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027	Management Management ShareHolder Management Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot	For 3 Years Against For For	For  For  For  For	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders.  Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027	Management Management ShareHolder Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann	For 3 Years Against	For 1 Year For For	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders.  Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder  Management Management Management Management Management Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice	For 3 Years  Against  For For For For For For For	For 1 Year For For For For For For For For For Fo	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders.  Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  Mettler-Toledo International, Inc.  Mettler-Toledo International, Inc.  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027  US30303M1027  US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder  Management Management Management Management Management Management Management Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd	For 3 Years  Against  For For For For For For For For For	For 1 Year For For For For For For For For For Fo	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders.  Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder  Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Bisha W. Finney Elect Brian Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect upfid Zhang	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann  Elect Domitille Doat-Le Bigot  Elect Elisha W. Finney  Elect Michael A. Kelly  Elect Thomas P. Salice  Elect Wolfgang Wienand	For 3 Years  Against  For For For For For For For For For Fo	For 1 Year 1 Yea	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Wolfgang Wienand Ratification of Auditor  Advisory Vote on Executive Compensation	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management Management  ShareHolder  Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje	For 3 Years  Against  For For For For For For For For For Fo	For 1 Year  For For For For For For For For For F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Richa W. Finney Elect Richa M. Kelly Elect Richa Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Jennifer Bailey Elect Cesar Conde	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Metiter-Toledo International, Inc.  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5026881054 US5926881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Homas P. Salice Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect lingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Casar Conde Elect Lent M. Cook	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027  US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Richa W. Finney Elect Richa M. Kelly Elect Richa Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Jennifer Bailey Elect Cesar Conde	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Metiter-Toledo International, Inc.  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5026881054 US5926881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881054 US5924881081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Birha W. Finney Elect Brian Shepherd Elect Wolfang Wienand Elect Ingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect demifer Bailey Elect Cesar Conde Elect Cesar Conde Elect Elan M. Cook Elect Elan M. Cook Elect Edith W. Cooper	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  PepsiCo Ince  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect lorging Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Dina Dublon Elect Dina Dublon Elect Michelle D. Gass	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Wolfgang Wienand Elect legrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Lennifer Bailey Elect Cesar Conde Elect Ian M. Cook Elect Elish W. Cooper Elect Susan M. Diamond Elect Dina Dublon Elect Michelle D. Gass Elect Michelle D. Gass Elect Michelle D. Gass Elect Ramon L. Laguarta	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  PepsiCo Ince  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect lorging Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Dina Dublon Elect Dina Dublon Elect Michelle D. Gass	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5924881081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann  Elect Domitille Doat-Le Bigot  Elect Elisha W. Finney  Elect Risha W. Finney  Elect Brian Shepherd  Elect Brian Shepherd  Elect Wolfgang Wienand  Elect Wolfgang Wienand  Elect Ingrid Zhang  Ratification of Auditor  Advisory Vote on Executive Compensation  Elect Segun Agbaje  Elect Cesar Conde  Elect Ian M. Cook  Elect Ian M. Cook  Elect Elect Susan M. Diamond  Elect Dina Dublon  Elect Dina Dublon  Elect Michelle D. Gass  Elect Ramon L. Laguarta  Elect Dave J. Lewis  Elect David C. Page  Elect Robert C. Pohlad	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  PepsiCo Inc PepsiCo Inc  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Ramon I. Laguarta Elect Ramon I. Laguarta Elect Ramon I. Laguarta Elect David C. Page	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  Pettler-Toledo International, Inc.  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5134481081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann  Elect Domitille Doat-Le Bigot Elect Elisha W. Finney  Elect Bisha W. Finney  Elect Bisha W. Finney  Elect Brian Shepherd  Elect Brian Shepherd  Elect Wolfgang Wienand  Elect Ingrid Zhang  Ratification of Auditor  Advisory Vote on Executive Compensation  Elect Segun Agbaje  Elect Leanifer Bailery  Elect Cesar Conde  Elect Ian M. Cook  Elect Ian M. Cook  Elect Elect Brian U. Cooper  Elect Susan M. Diamond  Elect Dina Dublon  Elect Dina Dublon  Elect Dave J. Lewis  Elect Dave J. Lewis  Elect David C. Page  Elect Darient Walker  Elect Darien Walker	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders  The auditor's tenure is excessive.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Metur-Toledo International, Inc.  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann  Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly  Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Elist In Cook Elect Edith W. Cooper Elect Susan M. Diamond Elect Diam Dublon Elect Ramon L. Laguarta Elect David C. Page Elect David C. Page Elect Robert C. Pohlad Elect Daniel Luzius Vasella Elect Daniel Luzius Vasella Elect Daniel Luzius Vasella Elect Daniel Luzius Vasella	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders  The auditor's tenure is excessive.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Mettler-Toledo International, Inc.  PepsiCo Inc Inc  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5134481081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann  Elect Domitille Doat-Le Bigot Elect Elisha W. Finney  Elect Bisha W. Finney  Elect Bisha W. Finney  Elect Brian Shepherd  Elect Brian Shepherd  Elect Wolfgang Wienand  Elect Ingrid Zhang  Ratification of Auditor  Advisory Vote on Executive Compensation  Elect Segun Agbaje  Elect Leanifer Bailery  Elect Cesar Conde  Elect Ian M. Cook  Elect Ian M. Cook  Elect Elect Brian U. Cooper  Elect Susan M. Diamond  Elect Dina Dublon  Elect Dina Dublon  Elect Dave J. Lewis  Elect Dave J. Lewis  Elect David C. Page  Elect Darient Walker  Elect Darien Walker	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders  The auditor's tenure is excessive.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Metitler-Toledo International, Inc.  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5026881054 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Romon L. Laguarta Elect Ramon L. Laguarta Elect David C. Page Elect Robert C. Pohlad Elect Davier Luzius Vasella Elect Darier Luzius Vasella Elect Alberto Weisser Ratification of Auditor  Advisory Vote on Executive Compensation	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders. Allowing one vote per share generally operates as a safeguard for common shareholders.  The auditor's tenure is excessive.  The auditor's tenure is excessive.  Supporting this proposal is in
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Metiter-Toledo International, Inc.  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Bilan W. Gooper Elect Susan M. Diamond Elect Dian Dublon Elect Michelle D. Gass Elect Ramon L. Laguarta Elect David C. Page Elect David C. Page Elect David C. Page Elect Alberto Weisser Ratification of Auditor  Advisory Vote on Executive Compensation Shareholder Proposal Regarding Racial Equity Audit Shareholder Proposal Regarding Report on Biodiversity Loss	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders.  The auditor's tenure is excessive.  The auditor's tenure is excessive.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.
Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Meta Platforms Inc  Metiter-Toledo International, Inc.  PepsiCo Inc PepsiCo Inc  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081	Management ShareHolder	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Cesar Conde Elect Cesar Conde Elect Lan M. Cook Elect Edith W. Cooper Elect Susan M. Diamond Elect Dina Dublon Elect Dina Dublon Elect Dina Utlow Salice Elect Dave J. Lewis Elect Dave J. Lewis Elect David C. Page Elect Daniel Luzius Vasella Elect Darien Walker Elect Alberto Weisser Ratification of Auditor  Advisory Vote on Executive Compensation Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks  Shareholder Proposal Regarding Third-Party Ausein	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders  The auditor's tenure is excessive.  The auditor's tenure is excessive.  Supporting this proposal is in the best interests of shareholders.
Meta Platforms Inc  Metur-Toledo International, Inc.  PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081	Management ShareHolder ShareHolder	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation  Shareholder Proposal Regarding Recapitalization  Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor  Advisory Vote on Executive Compensation Elect Sear Conde Elect Gesar Conde Elect Gesar Conde Elect Susan M. Diamond Elect Susan M. Diamond Elect Rumon L. Laguarta Elect Dave J. Lewis Elect Dave J. Lewis Elect Dave J. Lewis Elect David C. Page Elect Robert C. Pohlad Elect Alberto Weisser Ratification of Auditor  Advisory Vote on Executive Compensation Siect Alberto Weisser Ratification of Auditor  Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Flexible Plastic Packaging Shareholder Proposal Regarding Report on Flexible Plastic Packaging	For 3 Years  Against  For For For For For For For For For Fo	For  1 Year  For  For  For  For  For  For  For  F	Provisions  An annual advisory vote on executive compensation is in the best interests of shareholders  Allowing one vote per share generally operates as a safeguard for common shareholders  The auditor's tenure is excessive.  The auditor's tenure is excessive.  Supporting this proposal is in the best interests of shareholders.  Supporting this proposal is in the best interests of shareholders.

S&P Global Inc	5/7/2025	US78409V1044	Management	Elect William D. Green	For	For	
S&P Global Inc	5/7/2025	US78409V1044	J .	Elect Stephanie C. Hill		For	
S&P Global Inc	5/7/2025	US78409V1044		Elect Rebecca Jacoby		For	
S&P Global Inc	5/7/2025	US78409V1044		Elect Ian P. Livingston	For	For	
S&P Global Inc	5/7/2025	US78409V1044	Management	Elect Maria R. Morris	For	Against	Board level diversity demographic information not
S&P Global Inc	5/7/2025	US78409V1044	Management	Elect Gregory Washington	For	For	fully disclosed
S&P Global Inc	5/7/2025	US78409V1044		Advisory Vote on Executive Compensation		For	
S&P Global Inc	5/7/2025	US78409V1044		Ratification of Auditor	For	Against	The auditor's tenure is
S&P Global Inc	E/7/2025	11070400\/4044	Ch and laiden	Characterides Description Association Association Clauses of Delies	Austral	F	excessive.
Service Corp. International	5/7/2025	US78409V1044 US8175651046		Shareholder Proposal Regarding Amendment to Clawback Policy Elect Alan R. Buckwalter, III	Against	For	
Service Corp. International	5/6/2025	US8175651046		Elect Anthony L. Coelho	For	Against	The nominee is a male
							member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Service Corp. International Service Corp. International	5/6/2025	US8175651046 US8175651046		Elect Jakki L. Haussler Elect John B. (Thad) Hill, III	For For	For	
Service Corp. International	5/6/2025	US8175651046	Management	Elect Victor L. Lund	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Service Corp. International	5/6/2025	US8175651046		Elect Ellen Ochoa	For	For	
Service Corp. International	5/6/2025	US8175651046		Elect Thomas L. Ryan	For	For	The newines is a seele
Service Corp. International  Service Corp. International	5/6/2025	US8175651046		Elect C. Park Shaper  Elect Sara Martinez Tucker	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Service Corp. International	5/6/2025	US8175651046		Elect Marcus A. Watts	For	Against	The nominee is a male
Gerrice Cosp. international	5/0/2023	3331340	waitegorient	Lect marcos A. Wates			member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Service Corp. International	5/6/2025	US8175651046	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Service Corp. International	5/6/2025	US8175651046	Management	Advisory Vote on Executive Compensation	For		The compensation plan has no ties between compensation and sustainability.
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Elect Marc N. Casper	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Elect Nelson J. Chai	For	For	
Thermo Fisher Scientific Inc. Thermo Fisher Scientific Inc.	5/21/2025	US8835561023 US8835561023		Elect Ruby R. Chandy Elect C. Martin Harris		For	
Thermo Fisher Scientific Inc. Thermo Fisher Scientific Inc.	5/21/2025	US8835561023 US8835561023		Elect C. Martin Harris Elect Tyler Jacks	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Elect Jennifer M. Johnson	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Elect R. Alexandra Keith		For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Elect Karen S. Lynch	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Elect James C. Mullen		For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Elect Debora L. Spar		For	
Thermo Fisher Scientific Inc. Thermo Fisher Scientific Inc.	5/21/2025	US8835561023 US8835561023		Elect Scott M. Sperling Elect Dion J. Weisler	For For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Advisory Vote on Executive Compensation	For	Against	Pay for performance disconnect; Concerning pay practices
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Shareholder Proposal Regarding Length of Share Ownership Required to	Against	Against	excessive.
Tractor Supply Co.	5/15/2025	US8923561067		Call Special Meetings Elect Harry A. Lawton III	For	For	
Tractor Supply Co.	5/15/2025	US8923561067		Ratification of Auditor	For	Against	The auditor's tenure is
			,			-	excessive.
Tractor Supply Co.	5/15/2025	US8923561067 US8923561067		Advisory Vote on Executive Compensation	For For	For	Amendment is not in best
Tractor Supply Co.			_	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Poi	Against	interests of shareholders
Tractor Supply Co.	5/15/2025	US8923561067		Elect Joy Brown	For	For	
Tractor Supply Co.	5/15/2025	US8923561067		Elect Ricardo Cardenas		For	
Tractor Supply Co. Tractor Supply Co.	5/15/2025 5/15/2025	US8923561067 US8923561067		Elect Meg Ham Elect André J. Hawaux	For For	For	
Tractor Supply Co.	5/15/2025	US8923561067		Elect Denise L. Jackson	For	Against	Adopted forum selection clause in past year w/o shareholder approval
Tractor Supply Co.	5/15/2025	US8923561067		Elect Ramkumar Krishnan	For	For	
Tractor Supply Co. Tractor Supply Co.	5/15/2025	US8923561067 US8923561067		Elect Edna K. Morris Elect Mark J. Weikel	For For	Against	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Elect Ronald D. Sugar	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Uber Technologies Inc	5/5/2025	US90353T1007		Elect Turgi Alpoweiger		For	
Uber Technologies Inc Uber Technologies Inc	5/5/2025	US90353T1007 US90353T1007		Elect Turqi Alnowaiser Elect Ursula M. Burns		For	
Uber Technologies Inc	5/5/2025	US90353T1007		Elect Robert A. Eckert	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Uber Technologies Inc	5/5/2025	US90353T1007		Elect Amanda Ginsberg		For	
Uber Technologies Inc	5/5/2025	US90353T1007		Elect Dara Khosrowshahi		For	
Uber Technologies Inc Uber Technologies Inc	5/5/2025 5/5/2025	US90353T1007 US90353T1007	Management	Elect John A. Thain Elect David Trujillo	For	For Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Uber Technologies Inc	5/5/2025	US90353T1007		Elect Alexander R. Wynaendts	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007		Advisory Vote on Executive Compensation Ratification of Auditor		For	
Uber Technologies Inc Verra Mobility Corp	5/20/2025	US90353T1007 US3828671095		Rathication of Auditor Elect Douglas L. Davis	For	For Withhold	The nominee serves on the ESG committee and the company does not report to
Verra Mobility Corp	5/20/2025	US3828671095	Management	Elect Cynthia A. Russo	For	For	SASB

Verra Mobility Corp	5/20/2025	US3828671095	Management	Advisory Vote on Executive Compensation	For	Against	The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.; The compensation plan has no ties between compensation and sustainability.
Verra Mobility Corp	5/20/2025	US3828671095	Management	Ratification of Auditor	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046	Management	Elect Elizabeth L. Axelrod	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046	Management	Elect Frank D. Gibeau	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046	Management	Elect Matthew J. Reintjes	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046	Management	Advisory Vote on Executive Compensation	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046	Management	Ratification of Auditor	For	For	
Zebra Technologies Corp.	5/8/2025	US9892072045	Management	Elect Nelda J. Connors	For	For	
Zebra Technologies Corp.	5/8/2025	US9892072045	Management	Elect Frank B. Modruson	For	Withhold	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Zebra Technologies Corp.	5/8/2025	US9892072045	Management	Elect Michael A. Smith	For	Withhold	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Zebra Technologies Corp.	5/8/2025	US9892072045	Management	Advisory Vote on Executive Compensation	For	Against	The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics. The compensation plan has no ties between compensation and sustainability.
Zebra Technologies Corp.	5/8/2025	US9892072045	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Sanjay Khosla	For	For	GAGGGGIVG.
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Antoinette R. Leatherberry	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Michael B. McCallister	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Gregory Norden	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Louise M. Parent	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Kristin C. Peck	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Willie M. Reed	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Mark Stetter	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Advisory Vote on Executive Compensation	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Ratification of Auditor	For	For	
Zoetis Inc	5/21/2025	US98978V1035	ShareHolder	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against	For	Existing special meeting right is overly onerous
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Paul M. Bisaro	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Vanessa Broadhurst	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Frank A. D'Amelio	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Gavin D. K. Hattersley	For	For	



### Proxy Voting Summary Results 1 April - 30 April 2025

ASSET MANAGEMENT		•					
Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Hermes International	4/30/2025	FR0000052292	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Consolidated Accounts and Reports	For	For	
Hermes International	4/30/2025	FR0000052292	Management		For	For	
Hermes International	4/30/2025	FR0000052292	Management	Allocation of Profits/Dividends	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Special Auditors Report on Regulated Agreements	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Authority to Repurchase and Reissue Shares	For	For	
Hermes International	4/30/2025	FR0000052292		2024 Remuneration Report	For	Against	Insufficient response to
Hermes International	4/30/2025	FR0000052292	Management	2024 Remuneration Report	Por	Against	shareholder dissent; Poor overall design; Increase is excessive
Hermes International	4/30/2025	FR0000052292	Management	2024 Remuneration of Axel Dumas, Executive Chair	For	Against	Insufficient response to shareholder dissent; Increase is excessive; Poor overall
Hermes International	4/30/2025	FR0000052292	Management	2024 Remuneration of Émile Hermès SAS, General Managing Partner	For	Against	design Insufficient response to shareholder dissent; Increase is excessive; Poor overall
Hermes International	4/30/2025	FR0000052292	Management	2024 Remuneration of Éric de Seynes, Supervisory Board Chair	For	For	design
Hermes International	4/30/2025	FR0000052292	Management	2025 Remuneration Policy (Executive Chair and General Managing Partner)		Against	Insufficient response to shareholder dissent; Poor overall compensation disclosure; Poor overall design
Hermes International	4/30/2025	FR0000052292	Management	2025 Remuneration Policy (Supervisory Board)	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Elect Charles-Éric Bauer	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Elect Estelle Brachlianoff	For	For	
Hermes International	4/30/2025	FR0000052292	Management		For	For	
Hermes International	4/30/2025	FR0000052292	Management	Elect Cécile Béliot-Zind	For	For	
				Elect Jean-Laurent Bonnafé			
Hermes International	4/30/2025	FR0000052292	Management		For	For	
Hermes International	4/30/2025	FR0000052292	Management		For	For	
Hermes International	4/30/2025	FR0000052292	Management	Authority to Cancel Shares and Reduce Capital	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Authority to Increase Capital Through Capitalisations	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Against	Potential dilution exceeds
			-	· · · · ·		-	recommended threshold
Hermes International	4/30/2025	FR0000052292	Management	Employee Stock Purchase Plan	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	Against	Potential dilution exceeds
Hermes International	4/30/2025	FR0000052292	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Against	Potential dilution exceeds recommended threshold
Hermes International	4/30/2025	FR0000052292	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Against	Potential dilution exceeds
Hermes International	4/30/2025	FR0000052292	Management	(Qualified Investors)  Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of	For	Against	recommended threshold Not in shareholders' best
Hermes International	4/30/2025	FR0000052292		Assets		-	interests Not in shareholders' best
Hermes international	4/30/2025	FR0000052292	Management	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	For	Against	interests
Hermes International	4/30/2025	FR0000052292	Management	Authorisation of Legal Formalities	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Consolidated Accounts and Reports	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Allocation of Profits/Dividends	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Elect Téthys (Alexandre Benais)	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Elect Isabelle Seillier	For	For	
L'Oreal				Elect Aurélie Jean	For	For	
L'Oreal	4/29/2025 4/29/2025	FR0000120321 FR0000120321	Management Management	Elect Nicolas Hieronimus	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Elect Paul Bulcke	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
L'Oreal	4/29/2025	FR0000120321	Management	Elect Alexandre Ricard	For	For	
L'Oreal	4/29/2025	FR0000120321	Management		For	For	
L'Oreal	4/29/2025	FR0000120321	Management	2024 Remuneration Report	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	2024 Remuneration of Jean-Paul Agon, Chair	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	2024 Remuneration of Nicolas Hieronimus, CEO	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	2025 Remuneration Policy (Board of Directors)	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	2025 Remuneration Policy (Chair)	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	2025 Remuneration Policy (CEO)	For	For	
	4/29/2025			Authority to Repurchase and Reissue Shares	-	-	
L'Oreal		FR0000120321	Management		For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
L'Oreal	4/29/2025	FR0000120321	Management		For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Employee Stock Purchase Plan	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Stock Purchase Plan for Overseas Employees	For	For	
L'Oreal			Management	Amendments Regarding Written Consultations			
	4/29/2025	FR0000120321	*		For	For	
L'Oreal	4/29/2025	FR0000120321	Management		For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Authorisation of Legal Formalities	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Accounts and Reports	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Accounts and Reports	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Consolidated Accounts and Reports	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Allocation of Profits/Dividends	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Special Auditors Report on Regulated Agreements	For	Against	Insufficient response to shareholder dissent; Poor
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Managament	Ratification of Co-Option of Wei Sun Christianson	For	For	disclosure
•	4/17/2025		Management	·	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Elect Bernard Amault	For	For	<u> </u>
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Elect Sophie Chassat	For	Against	The nominee serves on the ESG committee and the company does not report to
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Elect Clara Gaymard	For	For	SASB
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Elect Hubert Védrine	For	Against	The nominee serves on the ESG committee and the company does not report to
Lymb Moot Hopposoy Lavia Voite- CF	4/47/2025	ED0000124044	Managament	2024 Remuneration Report	For	Against	SASB.
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2024 Remuneration Report	For	Against	Insufficient response to shareholder dissent
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2024 Remuneration of Bernard Amault, Chair and CEO	For	Against	Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2024 Remuneration of Antonio Belloni, Former Deputy CEO (until April 18, 2024)	For	Against	disclosure Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2025 Remuneration Policy (Board of Directors)	For	For	

Column	Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2025 Remuneration Policy (Chair and CEO)	For	Against	Insufficient response to shareholder dissent; Equity
March   Marc								
March   Marc	Lymb Moot Honnoony Louis Visitton SE	4/17/2025	ED0000121014	Managament	Authority to Repurchase and Reissus Chares	Ear	For	-
Section	•				, ,			
Control of the Control of Contr								
March   Marc	Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
	Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	Against	
Part	Lymh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	Against	
Section   Sect	Evilli Moet Hermessy Louis Valuori oL	4/11/2023	1110000121014	Wanagement			Against	
Section   Control   Cont	Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Greenshoe	For	Against	
Marked   1900	I vmh Moet Hennessy Louis Vuitton SF	4/17/2025	FR0000121014	Management	Authority to Increase Capital in Case of Exchange Offers	For	Against	
March   Marc					,			
car March Carter Mach Albert Company         Company of Carter Company         Appearance Compan	Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Against	
March   Marc	Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Grant Stock Options	For	Against	
Section   Control   Cont				-	<u> </u>		-	
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Monte   Mont	Hong Kong Exchanges and Clearing Ltd.	4/30/2025	HK0388045442	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Marse 1974   195000000000000000000000000000000000000	Hong Kong Exchanges and Clearing Ltd.	4/30/2025		Management	Amendments to Articles	For	For	
Montpieff   Mont	Moncler SPA				·			
Montaning   Mont								
Marche 1906   670000   6700000   6700000   67000000   670000000   670000000   670000000   670000000   670000000   670000000   670000000   670000000000	Moncler SPA	4/16/2025	110004965148	wanagement	Remuneration Policy	FOF	Against	
Montany   Mont	Moncler SPA	4/16/2025	IT0004965148	Management	Remuneration Report	For	Against	Equity awards to major
Nover 1945   1900   1				-	· ·		_	
Name   1902								
Notice   1,4000   1,0000   1,00000   1,000000   1,0000000   1,0000000   1,0000000   1,0000000   1,0000000   1,0000000   1,0000000   1,0000000   1,0000000   1,00000000   1,00000000   1,00000000   1,00000000   1,00000000   1,00000000   1,00000000   1,000000000   1,000000000   1,000000000   1,000000000   1,000000000   1,000000000   1,000000000   1,000000000   1,000000000   1,0000000000								
Marcie 1995   Michael								Potential conflict of interests
Monter PA		7/10/2020		management			, yemiət	. Storman commet or interests
March 1995   Margaret   Margare	Mondior of 71					***************************************		
Name	Moncler SPA	4/16/2025	IT0004965148	Management		Undetermined	For	
Month   Marie   Month   Mont	Moncler SPA	4/16/2025	IT0004965148	Management		For	For	
Month   March   Marc	ASML Holding NV		NL0010273215				For	
Math. Statisty (1)	ASML Holding NV		NL0010273215			For	For	
March   Marc	ASML Holding NV	4/23/2025	NL0010273215	Management	Allocation of Dividends	For	For	
All	ASML Holding NV	4/23/2025	NL0010273215	Management	Ratification of Management Board Acts	For	For	
ABIN   Maring NOT   (4000)	ASML Holding NV			Management				
ASIA Training NY         4900005         ASS 00000000000000000000000000000000000								
Management   Man	-			-				
ABAIL Hadding NV								
ASSAL Holding NV	ASML Holding NV	4/23/2025	NL0010273215	Management	Elect Birgit Conix to the Supervisory Board	For	Against	ESG committee and the company does not report to
## Application of Number   Application of Auditor   Application of Auditor   For   For   For   For   Application of Auditor   Application of Auditor   For   For   For   Application of Auditor   Application of Auditor   For   For   For   Application of Auditor   Application of Auditor   Application of Auditor   Application   For   For   Application	ASML Holding NV	4/23/2025	NL0010273215	Management	Elect Karien van Gennip to the Supervisory Board	For	Against	The nominee serves on the ESG committee and the company does not report to
Adult   Adul	ASML Holding NV	4/23/2025	NL0010273215	Management	Appointment of Auditor	For	For	SAGB.
Management   Man	ASML Holding NV	4/23/2025	NL0010273215	Management	Appointment of Auditor for Sustainability Reporting	For	For	
AMEL Historing NV 422025 NC 101273215 Management Machine you Supposes Perception Physiology (Nr. 1992) For Park Park Park Park Park Park Park Par	ASML Holding NV	4/23/2025	NL0010273215	Management		For	For	
MAA Proposes	ASMI Holding NV	4/23/2025	NI 0010273215	Management		For	For	
ASAM   Asking NV   42,00265   A00,01027315   Management   Cannot liston of Shares   For   For   See				managomoni	M&A Purposes)			
Be Semicroduction Industries NV   42/2025   2007/2026412   Management   Authority is Repurchase Steree   For   For   For   Semicroduction Industries NV   42/2025   10,007/2086412   Management   Authority is Steree   For   For   For   For   Semicroduction Industries NV   42/2025   10,007/2086412   Management   Applications of Authority for Standard NP   For   For   For   For   Semicroduction Industries NV   42/2025   10,007/2086412   Management   Alexandries Of Notice of Semicroduction Industries NV   42/2025   10,007/2086412   Management   Alexandries Of Notice of Semicroduction Industries NV   42/2025   10,007/2086412   Management   Alexandries Of Notice of Semicroduction Industries NV   42/2025   10,007/2086412   Management   Restriction of Supervisery Board Acts   For   For   Repair   Proceedings of Semicroduction Industries NV   42/2025   10,007/2086412   Management   Restriction of Supervisery Board Acts   For   Repair   Development of Notice   Proceedings NV   42/2025   10,007/2086412   Management   Restriction of Supervisery Board Acts   For   Repair   Development of Notice   Proceedings NV   42/2025   10,007/2086412   Management   Restriction of Supervisery Board Acts   For   Repair   Development of Notice   Proceedings NV   42/2025   10,007/2086412   Management   Restriction of Supervisery Board Acts   For   Repair   Development of Notice   Proceedings NV   42/2025   10,007/2086412   Management   Restriction of Supervisery Board Acts   For   Repair   Development of Notice   Proceedings NV   42/2025   10,007/2086412   Management   Authory to Supervisery Board   Procedings NV   42/2025   10,007/2086412   Management   Authory to Supervisery Board   Procedings NV   42/2025   10,007/2086412   Management   Authory to Supervisery Board   Procedings NV   42/2025   10,007/2086412   Management   Authory to Supervisery Board   Procedings NV   42/2025   10,007/2086412   Management   Authory to Supervisery Board   Procedings NV   42/2025   10,007/2086412   Management   Authory to Supervisery Board   Procedings N	ASML Holding NV	4/23/2025	NL0010273215	Management	Authority to Repurchase Shares	For	For	
Be-Semonducter Inclusions N								
Bo-Semoniculation Hosisters NV   4/23/2505   No.01/2866412   Management   Apositiment of Nutlian for Substainability Reporting   For   For   For   For   Bo-Semoniculation Hosisters NV   4/23/2505   No.01/286412   Management   Accasate and Reports   For   For   For   For   Bo-Semoniculation Hosisters NV   4/23/2505   No.01/286412   Management   Accasate and Reports   For   For   For   For   Bo-Semoniculation Hosisters NV   4/23/2505   No.01/286412   Management   Raiffaction of Supervisory Board Acts   For   For   For   Bo-Semoniculation Hosisters NV   4/23/2505   No.01/286412   Management   Restruction Report   For   For   For   Bo-Semoniculation Hosisters NV   4/23/2505   No.01/286412   Management   Restruction Report   For								
Be Semonductor Inclative NV   4220205   No.001286412   Management   Alocates and Reports   For   For   Por								
Be Semonductor Inclative NV 422025 N.0.012804412 Management I Rotation of Provided								
Bos Semiconductor Industries NV   42/20/205   N.0012886412   Management   Ralfuction of Management Board Acts   For   For   Bos Semiconductor Industries NV   42/20/205   N.0012886412   Management   Ralfuction of Supervisory Board   For   For   Against   December 19   Programment								
Be Seminoductor Industries NV   4/23/2025   N. D0.12886412   Management   Replication of Supervisory Board Acts   For   Aguination   Aguination   For   Aguination   For   Aguination   Report   For   Aguination   Report   For   Aguination   Report   For   Aguination   Report   For   Report   Report   For   Report								
Be-Semonductor Industries NV         428/2005         N.001286412         Management         Remuteration Report         For         Against         Discontance in control states           Be-Semonductor Industries NV         4220/205         N.0012868412         Management         Elect Latura Oliphart to the Supervisory Doard         For         For           Be-Semonductor Industries NV         4220/205         N.0012868412         Management         Elect Latura Oliphart to the Supervisory Doard         For         For           Be-Semonductor Industries NV         4220/205         N.0012868412         Management         Authority to Suppress Premptive Rights         For         For           Be-Semonductor Industries NV         4220/205         SE0007100681         Management         Authority to Suppress Premptive Rights         For         For           Assa Askoy AB         4220/205         SE0007100681         Management         Voling Lat           Assa Askoy AB         4220/205         SE0007100681         Management         Voling Lat           Assa Askoy AB         4220/205         SE0007100681         Management         Minutes           Assa Askoy AB         4220/205         SE0007100681         Management         Amountes         For         For           Assa Askoy AB         4220/205 <td< td=""><td>Be Semiconductor Industries NV</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Be Semiconductor Industries NV							
Bo Semiconductor Industries NV         422/2025         N.D. 1288/41 z.         Management         Elect Lurur Olphant to the Supervisory Board         For         For           Bo Semiconductor Industries NV         422/2025         N.D. 1028/841 z.         Management         Authority to Issue Sample         For	Be Semiconductor Industries NV			Management				Discretionary awards
Be Semionductor Industries NV         4/32/3025         N.0.012866412         Management         Authority to Issue Shares w Preemptive Rights         For         For         For           Assa Akloy AB         4/32/3025         SE0007100814         Management         Election of Presiding Chair         For         For         For           Assa Akloy AB         4/23/2025         SE0007100811         Management         Voling List         For         For         For           Assa Akloy AB         4/23/2025         SE0007100811         Management         Agenda         For         For         For           Assa Akloy AB         4/23/2025         SE0007100811         Management         Agenda         For         For         For           Assa Akloy AB         4/23/2025         SE0007100811         Management         Accounts and Reports         For         For         For           Assa Akloy AB         4/23/2025         SE0007100811         Management         Accounts and Reports         For         For         For           Assa Akloy AB         4/23/2025         SE0007100811         Management         Accounts and Reports         For         For         For           Assa Akloy AB         4/23/2025         SE0007100811         Management         Allocat	Be Semiconductor Industries NV							· ·
Be Semionductor industries NV         423/2025         N.01/2866412         Management         Authority to Supprese Preemptive Rights         For         For           Assa Akibry AB         4/23/2025         SE0007100581         Management         Selection of Presiding Chair         For         For         For           Assa Akibry AB         4/23/2025         SE0007100581         Management         Agenda         For         For         For           Assa Akibry AB         4/23/2025         SE0007100581         Management         Agenda         For         For         For           Assa Akibry AB         4/23/2025         SE0007100581         Management         Conglame with Relies of Convocation         For         For           Assa Akibry AB         4/23/2025         SE0007100581         Management         Alcocunts and Reports         For         For           Assa Akibry AB         4/23/2025         SE0007100581         Management         Alcocunts and Reports         For         For           Assa Akibry AB         4/23/2025         SE0007100581         Management         Alcocunts and Reports         For         For           Assa Akibry AB         4/23/2025         SE0007100581         Management         Detectors' For         For         For	Be Semiconductor Industries NV							
Asas Abloy AB         42/32/025         \$E00071005811         Management         Election of Presiding Chair         For         For         For           Asas Abloy AB         4/23/2025         \$E00071005811         Management         Volting Lait         For	Be Semiconductor Industries NV							
Asas Abloy AB         4/23/025         \$E0007100581         Management         Opting Lat         For         For         For         For         For         For         Act								
Assa Abloy AB         4/23/2025         \$E0007100581         Management         Agenda         For         For         Complance with the Rules of Convocation         For         For         Accounts and Exploying Agenda           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Accounts and Reports         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Accounts and Reports         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Alcocation of Profits/Dividends         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Alcocation of Profits/Dividends         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Board Size         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Board Size         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Althority to Set Auditor's Fees         For         For         For           Assa Abloy AB         4								
Assa Abloy AB         4/23/2025         \$60007100581         Management         Minutes         For         For         Comment           Assa Abloy AB         4/23/2025         \$50007100581         Management         Accounts and Reports         For         For         For         For         For         For         Accounts and Reports         For								
Asas Abloy AB         4/23/2025         \$E0007100581         Management         Compliance with the Rules of Convocation         For         For           Asas Abloy AB         4/23/2025         \$E0007100581         Management         Accounts and Reports         For         For         For           Asas Abloy AB         4/23/2025         \$E0007100581         Management         Alcation of Profits/Dividends         For         For         For           Asas Abloy AB         4/23/2025         \$E0007100581         Management         Boal Size         For         For         For           Asas Abloy AB         4/23/2025         \$E0007100581         Management         Directors' Fee         For         For         For           Asas Abloy AB         4/23/2025         \$E0007100581         Management         Directors' Fee         For         For         For           Asas Abloy AB         4/23/2025         \$E0007100581         Management         All control of Professor         For         For         For           Asas Abloy AB         4/23/2025         \$E0007100581         Management         All control of Professor         For         For         Against         Board is not sufficiently ricepandent for professor           Asas Abloy AB         4/23/2025         \$E000710058								
Asas Abloy AB         4/23/205         \$E0007100581         Management         Accounts and Reports         For         For         For           Asas Abloy AB         4/23/205         \$E00007100581         Management         Alcotation of Portist/Dividends         For         For         For           Asas Abloy AB         4/23/205         \$E00007100581         Management         Board Size         For         For         For           Asas Abloy AB         4/23/205         \$E0007100581         Management         Decirator's Fees         For         For         For           Asas Abloy AB         4/23/205         \$E0007100581         Management         Authority to Set Auditor's Fees         For         For         For           Asas Abloy AB         4/23/205         \$E0007100581         Management         Authority to Set Auditor's Fees         For         For         For           Asas Abloy AB         4/23/205         \$E0007100581         Management         Appointment of Auditor's Fees         For         For         Por           Asas Abloy AB         4/23/205         \$E0007100581         Management         Appointment of Auditor's Fees         For         For         Por           Asas Abloy AB         4/23/205         \$E0007100581         Management	Assa Abloy AB							
Assa Abloy AB         423/2025         \$E0007100581         Management         Allocation of Profits/Dividends         For         For         Accordance           Assa Abloy AB         4/23/2025         \$E00007100581         Management         Board Size         For         For         For           Assa Abloy AB         4/23/2025         \$E00007100581         Management         Directors' Fees         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Directors' Fees         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Directors' Fees         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Authority fees         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Appointment of Auditor         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Appointment of Auditor         For         For         For           Assa Abloy AB         4/23/2025         \$E0007100581         Management         Appointment of Auditor								
Assa Abloy AB         422/2025         SE0007100581         Management         Board Size         For         For         Certain           Assa Abloy AB         4/23/2025         SE0007100581         Management         Board Size         For         For         For           Assa Abloy AB         4/23/2025         SE0007100581         Management         Directors' Fees         For         For         For           Assa Abloy AB         4/23/2025         SE0007100581         Management         Authority to Set Auditor's Fees         For         For         Agants           Assa Abloy AB         4/23/2025         SE0007100581         Management         Authority to Set Auditor's Fees         For         Aganst         Board is not sufficiently independent and or presiding director.           Assa Abloy AB         4/23/2025         SE0007100581         Management         Appointment of Auditor         For         For         For           Assa Abloy AB         4/23/2025         SE0007100581         Management         Appointment of Auditor         For         For         For           Assa Abloy AB         4/23/2025         SE0007100581         Management         Appointment of Auditor         For         For         For         For         For         For         For         <								
Assa Abloy AB As	Assa Abloy AB					For	For	
Assa Abloy AB As	Assa Abloy AB			Management				
Assa Abloy AB As								
heste SA 1610 AG 1610 Compensation and sustainability. Neste SA 1610 AG 1610 Compensation Againement Accounts and Reports Compensation Accounts and Accounts and Reports Compensation Accounts and Reports Compens								D
Assa Abloy AB         4/23/2025         \$50007100581         Management         Remuneration Report         For         Against         The compensation and sustainability.           Assa Abloy AB         4/23/2025         \$50007100581         Management         Authority to Repurchase and Reissue Shares         For         For         For           Assa Abloy AB         4/23/2025         \$50007100581         Management         Adoption of Share-Based Incentives (LTIP 2025)         For         Against         Against         Phort performance periody. Proc compensation stucture/performance and stucture/performance periody. Proc compensation stucture/performance and stucture/performance and stucture/performance.           Nestle SA         4/16/2025         CH003868350         Management         Accounts and Reports         For         Unvoted         For           Nestle SA         4/16/2025         CH003868350         Management         Report on Non-Financial Matters         For         Unvoted         For           Nestle SA         4/16/2025         CH003868350         Management         Against and Management Acts         For         Unvoted         For           Nestle SA         4/16/2025         CH003868350         Management         Alcideation of Dividends         For         Unvoted         For           Nestle SA         4/16/2025	Assa Abloy AB	4/23/2025	SE0007100581	Management	Election of Directors	For	Against	independent; No independent lead or presiding director;
Assa Abloy AB         4/23/2025         \$50007100581         Management         Remuneration Report         For         Against         The compensation and sustainability.           Assa Abloy AB         4/23/2025         \$50007100581         Management         Authority to Repurchase and Reissue Shares         For         For         For           Assa Abloy AB         4/23/2025         \$50007100581         Management         Adoption of Share-Based Incentives (LTIP 2025)         For         Against         Against         Phort performance periody. Proc compensation stucture/performance and stucture/performance periody. Proc compensation stucture/performance and stucture/performance and stucture/performance.           Nestle SA         4/16/2025         CH003868350         Management         Accounts and Reports         For         Unvoted         For           Nestle SA         4/16/2025         CH003868350         Management         Report on Non-Financial Matters         For         Unvoted         For           Nestle SA         4/16/2025         CH003868350         Management         Against and Management Acts         For         Unvoted         For           Nestle SA         4/16/2025         CH003868350         Management         Alcideation of Dividends         For         Unvoted         For           Nestle SA         4/16/2025	Assa Abloy AB	4/23/2025	SE0007100581	Management	Appointment of Auditor	For	For	
Assa Abloy AB         4/23/2025         \$50007100581         Management         Adoption of Share-Based Incentives (LTIP 2025)         For         Against         Short performance period; Poor compensation structure/performance per	Assa Abloy AB		SE0007100581					no ties between compensation
Nestle SA         4/16/2025         CH003868350         Management         Accounts and Reports         For         Unvoted           Nestle SA         4/16/2025         CH003868350         Management         Compensation Report         For         Unvoted           Nestle SA         4/16/2025         CH003868350         Management         Report on Non-Financial Matters         For         Unvoted           Nestle SA         4/16/2025         CH003868350         Management         Astification of Board and Management Acts         For         Unvoted           Nestle SA         4/16/2025         CH003868350         Management         Allocation of Dividends         For         Unvoted           Nestle SA         4/16/2025         CH003868350         Management         Allocation of Dividends         For         Unvoted	Assa Abloy AB Assa Abloy AB							Poor compensation structure/performance
Nestle SA         4/16/2025         CH0038863350         Management         Compensation Report         For         Unvoted           Nestle SA         4/16/2025         CH0038863350         Management         Report on Non-Financial Matters         For         Unvoted           Nestle SA         4/16/2025         CH003886330         Management         Astification of Board and Management Acts         For         Unvoted           Nestle SA         4/16/2025         CH003886330         Management         Allcaction of Dividends         For         Unvoted           Nestle SA         4/16/2025         CH003886350         Management         Allcaction of Dividends         For         Unvoted	Nestle SA	4/16/2025	CH0038863350	Management	Accounts and Reports	For	Unvoted	conditions
Nestle SA         4/16/2025         CH0038863350         Management         Report on Non-Financial Matters         For         Unvoted           Nestle SA         4/16/2025         CH0038863350         Management         A Ratification of Board and Management Acts         For         Unvoted           Nestle SA         4/16/2025         CH0038863350         Management         Allocation of Dividends         For         Unvoted           Nestle SA         4/16/2025         CH003886350         Management         Allocation of Dividends         For         Unvoted	Nestle SA							
Nestle SA         4/16/2025         CH0038863350         Management         Ratification of Board and Management Acts         For         Unvoted           Nestle SA         4/16/2025         CH0038863350         Management         Allocation of Dividends         For         Unvoted           Nestle SA         4/16/2025         CH0038863350         Management         Elect Paul Bulcke as Board Chair         For         Unvoted								
Nestle SA         4/16/2025         CH0038863350         Management         Allocation of Dividends         For         Unvoted           Nestle SA         4/16/2025         CH0038863350         Management         Elect Paul Bulcke as Board Chair         For         Unvoted					· ·			
·		7/10/2020						
Nestle SA         4/16/2025         CH0038863350         Management         Elect Pablo Isla Álvarez de Tejera         For         Unvoted	Nestle SA			Management	Allocation of Dividends	For	Unvoted	
	Nestle SA	4/16/2025 4/16/2025	CH0038863350 CH0038863350	Management	Elect Paul Bulcke as Board Chair	For	Unvoted	

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Nestle SA Nestle SA	4/16/2025 4/16/2025	CH0038863350 CH0038863350	Management Management	Elect Renato Fassbind Elect Hanne Jimenez de Mora	For For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Dick Boer	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Patrick Aebischer	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Dinesh C. Paliwal	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Lindiwe Majele Sibanda	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Chris Leong	For	Unvoted	
Nestle SA Nestle SA	4/16/2025 4/16/2025	CH0038863350 CH0038863350	Management Management	Elect Luca Maestri Elect Rainer M. Blair	For For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Marie-Gabrielle Ineichen-Fleisch	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Geraldine Matchett	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Laurent Freixe	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Dick Boer as Compensation Committee Member	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350 CH0038863350	Management	Elect Patrick Aebischer as Compensation Committee Member	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Dinesh C. Paliwal as Compensation Committee Member	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Appointment of Auditor	For	Unvoted	
Nestle SA Nestle SA	4/16/2025 4/16/2025	CH0038863350 CH0038863350	Management Management	Appointment of Independent Proxy  Board Compensation	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Executive Compensation (Total)	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Cancellation of Shares and Reduction in Share Capital	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Transaction of Other Business	Undetermined	Unvoted	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Frank van Zanten	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Richard Howes	For	For	
Bunzi pic Bunzi pic	4/23/2025 4/23/2025	GB00B0744B38 GB00B0744B38	Management Management	Elect Stephan R. Nanninga Elect Vin Murria	For For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Pamela J. Kirby	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Jacky Simmonds	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Daniela Barone Soares	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Julia Wilson	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Appointment of Auditor	For	For	
Bunzi pic Bunzi pic	4/23/2025 4/23/2025	GB00B0744B38 GB00B0744B38	Management	Authority to Set Auditor's Fees Remuneration Report	For For	For	
Bunzi pic Bunzi pic	4/23/2025	GB00B0744B38 GB00B0744B38	Management Management	Authority to Issue Shares w/ Preemptive Rights	For	For	+
Bunzi pic	4/23/2025	GB00B0744B38	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Investment Authority to Repurchase Shares	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Authority to Neputchase Shares  Authority to Set General Meeting Notice Period at 14 Days	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Accounts and Reports	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Final Dividend	For	For	
Bunzi plc	4/23/2025	GB00B0744B38	Management	Elect Peter Ventress	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Accounts and Reports	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect Andrew J. Sukawaty	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Remuneration Report	For	For	
RELX Pic RELX Pic	4/24/2025 4/24/2025	GB00B2B0DG97 GB00B2B0DG97	Management Management	Elect Bianca Tetteroo Final Dividend	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect Suzanne H. Wood	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Appointment of Auditor	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Authority to Set Auditor's Fees	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97 GB00B2B0DG97	Management	Authority to Issue Shares w/o Preemptive Rights	For For	For	
RELX Pic	4/24/2025 4/24/2025	GB00B2B0DG97 GB00B2B0DG97	Management Management	Elect Andy Halford  Authority to Issue Shares w/o Preemptive Rights (Specified Capital	For	For	
				Investment)			
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect Paul A. Walker	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97 GB00B2B0DG97	Management	Authority to Repurchase Shares  Elect Erik Engstrom	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97 GB00B2B0DG97	Management Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect Nicholas Luff	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect Alistair Cox	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect June Felix	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect Charlotte Hogg	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Cristiano R. Amon	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Amy L. Banse	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Melanie Boulden	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Frank A. Calderoni	For	For	
Adobe Inc Adobe Inc	4/22/2025 4/22/2025	US00724F1012 US00724F1012	Management Management	Elect Laura B. Desmond Elect Shantanu Narayen	For For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Spencer Neumann	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Kathleen Oberg	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Dheeraj Pandey	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect David A. Ricks	For	For	
Adobe Inc Adobe Inc	4/22/2025 4/22/2025	US00724F1012 US00724F1012	Management	Elect Daniel Rosensweig  Amendment to the 2019 Equity Incentive Plan	For For	For	
Adobe Inc	4/22/2025	US00724F1012 US00724F1012	Management Management	Ratification of Auditor	For	Against	The auditor's tenure is
Adobe Inc	4/22/2025	US00724F1012	Management	Advisory Vote on Executive Compensation	For	For	excessive.
Adobe Inc	4/22/2025	US00724F1012	Mariagenerit ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
American Express Co.	4/29/2025	US0258161092	Management	Advisory Vote on Executive Compensation	For	For	
American Express Co.	4/29/2025	US0258161092	ShareHolder	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements		Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
American Express Co.	4/29/2025	US0258161092	ShareHolder	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
American Express Co.	4/29/2025	US0258161092	Management	Elect Michael J. Angelakis	For	For	
American Express Co.  American Express Co.	4/29/2025 4/29/2025	US0258161092 US0258161092	Management	Elect Thomas J. Baltimore, Jr. Elect John J. Brennan	For For	Against Against	Serves on too many boards The company is not a UNGC
			Management				participant or signatory or the Human Rights Policy does not align with UDHR.
American Express Co.	4/29/2025	US0258161092	Management	Elect Theodore J. Leonsis	For	Against	Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee

	4/00/0005	US0258161092	Management	Fig. 4 Debugg D. Meiner	F	le	
American Express Co. American Express Co.	4/29/2025 4/29/2025	US0258161092 US0258161092	Management Management	Elect Deborah P. Majoras Elect Karen L. Parkhill	For For	For	
American Express Co.  American Express Co.	4/29/2025	US0258161092	Management	Elect Charles E. Phillips, Jr.	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Lynn A. Pike	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Stephen J. Squeri	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Daniel Luzius Vasella	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Lisa W. Wardell	For	For	
American Express Co. American Express Co.	4/29/2025 4/29/2025	US0258161092 US0258161092	Management Management	Elect Christopher D. Young Ratification of Auditor	For	For Against	The auditor's tenure is
American Express Co.			Wallagement	National of Addition	1 01	Against	excessive.
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Diane M. Bryant	For	For	
Broadcom Inc Broadcom Inc	4/21/2025 4/21/2025	US11135F1012 US11135F1012	Management Management	Elect Gayla J. Delly Elect Kenneth Y. Hao	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Eddy W. Hartenstein	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Check Kian Low	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Justine F. Page	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Henry S. Samueli	For	Against	The nominee serves as Chair of the board of a liter 1 or 2 company which does not have net zero targets.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Hock E. Tan	For	For	
Broadcom Inc Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Harry L. You Ratification of Auditor	For	For	
Broadcom Inc	4/21/2025 4/21/2025	US11135F1012 US11135F1012	Management Management	Advisory Vote on Executive Compensation	For	For Against	The remuneration plan fails to incentivize mitigation of material environmental risks; The Company has pay for performance issues and does not link any long-term incentive grant to sustainability metrics.
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect Herbert A. Allen, III	For	Against	Board level diversity demographic information not fully disclosed
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect Bela Bajaria	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect Christopher C. Davis	For	For	
Coca-Cola Co Coca-Cola Co	4/30/2025 4/30/2025	US1912161007 US1912161007	Management Management	Elect Carolyn N. Everson Elect Thomas S. Gayner	For For	For Against	Serves on too many boards
Coca-Cola Co Coca-Cola Co	4/30/2025	US1912161007 US1912161007	Management	Elect Inomas S. Gayner  Elect Maria Elena Lagomasino	For	For	Serves on too many boards
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect Amity Millhiser	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect James Quincey	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect Caroline J. Tsay	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect David B. Weinberg	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Advisory Vote on Executive Compensation	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	Against	For	excessive. Supporting this proposal is in the best interests of
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Report on Food Waste	Against	Against	shareholders.
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Formation of Improper Influence Committee	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Eliminating DEI Goals from Compensatio	Against	Against	
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Inducements Shareholder Proposal Regarding Report on Brand Image Impacts	Against	Against	
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Thomas F. Frist III	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Samuel N. Hazen	For	For	
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Robert J. Dennis	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Nancy-Ann DeParle	For	Against	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
HCA Healthcare Inc HCA Healthcare Inc	4/24/2025 4/24/2025	US40412C1018 US40412C1018	Management Management	Elect William R. Frist Elect Hugh F. Johnston	For	For Against	Serves on too many boards
HCA Healthcare Inc	4/24/2025	US40412C1018 US40412C1018	Management	Elect Hugh F. Johnston  Elect Michael W. Michelson	For	Against	Serves on too many boards
HCA Healthcare Inc	4/24/2025 4/24/2025	US40412C1018	Management Management	Elect Wayne J. Riley	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Andrea B. Smith	For	For	
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Ratification of Auditor	For	Against	The auditor's tenure is
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Advisory Vote on Executive Compensation	For	For	excessive.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Amendment to the 2020 Stock Incentive Plan	For	For	
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	Amendment is not in best
HCA Healthcare Inc	4/24/2025	US40412C1018	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	For	interests of shareholders Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding

HCA Healthcare Inc	4/24/2025	US40412C1018	ShareHolder		Against	For	Supporting this proposal is in
				Safety			the best interests of shareholders.
HCA Healthcare Inc	4/24/2025	US40412C1018	ShareHolder	Shareholder Proposal Regarding Report on Impact of Hospital Acquisitions	Against	For	Adoption of this proposal could provide decision-useful
							information for investors
	4/24/2025	US4781601046	Management	Elect Darius Adamczyk	For	For	
	4/24/2025 4/24/2025	US4781601046 US4781601046		Elect Mary C. Beckerle Elect Jennifer A. Doudna	For For	For For	
	4/24/2025	US4781601046		Elect Joaquin Duato	For	For	
	4/24/2025	US4781601046		· · · · · · · · · · · · · · · · · · ·	For	For	
	4/24/2025 4/24/2025	US4781601046 US4781601046		Elect Paula A. Johnson Elect Hubert Joly	For For	For For	
	4/24/2025	US4781601046		Elect Mark B. McClellan	For	For	
	4/24/2025	US4781601046	Management	Elect Mark A. Weinberger	For	For	
	4/24/2025 4/24/2025	US4781601046 US4781601046		Elect Nadja Y. West Elect Eugene A. Woods	For For	For	
	4/24/2025	US4781601046		Advisory Vote on Executive Compensation	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Johnson & Johnson	4/24/2025	US4781601046	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	excessive.
Johnson & Johnson	4/24/2025	US4781601046	ShareHolder	Shareholder Proposal Regarding Human Rights Impact Assessment	Against	Against	
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Jorge A. Bermudez	For		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
	4/15/2025	US6153691059			For	For	
	4/15/2025 4/15/2025	US6153691059 US6153691059	Management Management	Elect Robert Fauber Elect Vincent A. Forlenza	For	For Against	The company is not a UNGC
mody's CUIP.	4/15/2025	US6153691059	maa läyöttött	LOOK VINCOIL A. PUIRILLA	. ••	ryganist.	The company is not a UNSC) participant or signatory or the Human Rights Policy does not align with UDHR; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
							member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Moody's Corp.	4/15/2025	US8153691059	Management	Elect Jose M. Minaya	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Leslie Seidman	For	Against	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Zig Serafin	For	Against	recordina.  The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Bruce Van Saun	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
	4/15/2025	US6153691059			For	For	Concorning *
	4/15/2025 4/15/2025	US6153691059 US6153691059		Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy	For Against	Against Against	Concerning pay practices
	4/22/2025	US55354G1004		Elect Robert G. Ashe	For	For	
	4/22/2025	US55354G1004	Management	Elect Henry A. Fernandez	For	For	
	4/22/2025 4/22/2025	US55354G1004 US55354G1004			For For	For	
	4/22/2025	US55354G1004		Elect C.D. Baer Pettit	For	For	
				1			1

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March   Marc	MSCI Inc	4/22/2025	US55354G1004	Management	Elect Sandy C. Rattray	For	For	
Modern								
Margine   Marg								T
Mile				-				participant or signatory or the Human Rights Policy does not
March   Califor   Califo								
Miles								
MESIECE  VESTIGN  VES								
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Designation   Colored								
The Companies 40000 VETTER 100 Wesperson Desiration Control Train Wesperson Accordance 100 Wesperson Desiration Control Train Wesperson Service Control Wesper								
Marganest   Marg	Pool Corporation	4/30/2025		Management	Elect Peter D. Arvan	For	For	
## PATE COMMAN   CASCALL   Management   Date to Authors   Pate	Pool Corporation	4/30/2025	US73278L1052	Management		For	For	
Part	Pool Corporation	4/30/2025	US73278L1052	Management	Elect James D. Hope	For	Against	
Moderate								and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Machine   Mach								
No. Controls	Pool Corporation	4/30/2025	US73278L1052	Management	Elect Debra S. Oler	For	For	
Proc.   Proc	Pool Corporation	4/30/2025	US73278L1052	Management	Elect Manuel J. Perez de la Mesa	For	For	
Proc.   Proc	Pool Corporation	4/30/2025	US73278L1052	Management	Elect Carlos A. Sabater	For	Against	The nominee is a male
Part   Cryptotion								and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Part	Pool Corporation	4/30/2025	US73278L1052	Management	Elect John E. Stokely	For	Against	participant or signatory or the Human Rights Policy does not
EEC   reports	Pool Corporation	4/30/2025	US73278L1052	Management	Elect David G. Whalen	For	Against	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; Vote against the chair of the nomination or governance committee if the
Post   Comparation   AD0000000   INSTITUTE 1050   Management								EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Read Carporation   Agricult   Management   Advancery Victo on Executive Compensation   For   Agricult   The compensation and suparametric   Read Markey   For   For   Read	Pool Corporation	4/30/2025	US73278L1052	Management	Ratification of Auditor	For	Against	
PRO Industries, Inc.   4170205   US8959561078   Management   Deck Garly F. Hemitype   For   Fo	Pool Corporation	4/30/2025	US73278L1052	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation
PRO Industries, Inc.   4170205   US8959561078   Management   Deck Garly F. Hemitype   For   Fo	PPG Industries Inc	4/17/2025	11S6935061076	Management	Flect Kathy I Fortmann	For	For	
PRO Industries, Inc.								
PRG Rodulstries, No.								
PRO Industries, No.								
PRO Industries, Inc.								
PRG Industries, Inc.	PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Michael W. Lamach	For	For	
PRG   Haddelines, Inc.				Management		For		
PROF Industries, Inc.	PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Michael T. Nally	For	For	
PPG Industries, Inc. 4/17/2025 US6935061076 Management Elect Christopher N. Roberts III For For Operation committee PPG Industries, Inc. 4/17/2025 US6935061076 Management Elect Catherine R. Smith For Port Against participant or signatury or the adaptive of the adaptive process of the Company is not a UNCC participant or signatury or the adaptive process of the Company is not a UNCC participant or signatury or the adaptive process or the nomination of the Company is not a UNCC participant or signatury or the adaptive process or the nomination of the Company is not a UNCC participant or signatury or the adaptive process or the nomination or property. Inc. 4/10/2025 US6935061076 Shate-folder Phoposial Regarding Severance Approval Policy Against Against Against Processing and the Company is not a UNCC participant or signatury or the adaptive process or the nomination of the Company is not a UNCC participant or signatury or the adaptive process or the nomination or property. Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For								
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PPG Industries, Inc.	,							
PRG Industries, Inc.   4/17/2025   U\$8939061076   Shareholder   Shareh	PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Catherine R. Smith	For	Against	participant or signatory or the Human Rights Policy does not
PRG Industries, Inc.   A4/17/2025   US88395081076   Shareholder   Shar	PPG Industries, Inc.	4/17/2025	US6935061076	Management	Advisory Vote on Executive Compensation	For	For	
PPG Industries, Inc. 4/17/2025 US8716071076 Management Elect Aart J. de Geus For Proposal Regarding Severance Approval Policy of the Number of Proposal Regarding Severance Approval Policy of the Number of Proposal Regarding Severance Approval Policy of the Number of Proposal Regarding Severance Approval Policy of the Number of Proposal Regarding Severance Approval Policy of the Number of Proposal Regarding Severance Approval Policy of the Number of Proposal Regarding Severance Approval Policy of the Number of Proposal Regarding Severance Approval Policy of the Number of Proposal Regarding Severance Approval Policy of Proposal Regarding Severance Approval Regarding Severance Approval Regarding Severance Approval Regarding Severance Approval					· · · · · · · · · · · · · · · · · · ·			
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Synopsys, Inc.  4/10/2025  US8716071076  Management  Elect Janice D. Chaffin  For  Against  The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Yole against the chair of the nomination or governance committee in the company does not disclose EE01  Synopsys, Inc.  4/10/2025  US8716071076  Management  Elect Bruce R. Chizen  For  For  For  Synopsys, Inc.  4/10/2025  US8716071076  Management  Elect Mercedes Johnson  For  For  Against  The nominee serves on the nomination or governance committee if the company does not disclose EE01  **Recording**  **Recording**	Synopsys, Inc.	4/10/2025	US8716071076	Management	Elect John G. Schwarz	For	For	Human Rights Policy does not
Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Mercedes Johnson For For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Mercedes Johnson For For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Robert G. Painter For Against The nomines serves on the nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nomines serves on the nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc. 4/10/2025 US8716071076 Management Amendment to the 2006 Employee Equity Incentive Plan For For	Synopsys, Inc. Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076	Management Management	Elect John G. Schwarz Elect Sassine Ghazi	For For	For For	Human Rights Policy does not
Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Bruce R. Chizen For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Mercedes Johnson For For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Robert G. Painter For Against The nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc. 4/10/2025 US8716071076 Management Amendment to the 2006 Employee Equity Incentive Plan For For	Synopsys, Inc. Synopsys, Inc. Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076	Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Luis A. Borgen	For For	For For	Human Rights Policy does not align with UDHR.  The nominee serves an the nominating and/or governance committee and the diversity disclosure rating is poor; Vote against the chair of the nomination or governance
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Synopsys, Inc.  4/10/2025 US8716071076 Management Elect Robert G. Painter  For Against The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc.  4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc.  4/10/2025 US8716071076 Management Amendment to the 2006 Employee Equity Incentive Plan For For	Synopsys, Inc. Synopsys, Inc. Synopsys, Inc. Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076	Management Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Lius A. Borgen Elect Janice D. Chaffin	For For For	For For For Against	Human Rights Policy does not align with UDHR.  The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1
nominating and/or governance committee and the diversity disclosure rating is poor.  Synopsys, Inc. 4/10/2025 US8716071076 Management Amendment to the 2006 Employee Equity Incentive Plan For For	Synopsys, Inc. Synopsys, Inc. Synopsys, Inc. Synopsys, Inc. Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076	Management Management Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Luis A. Borgen Elect Janice D. Chaffin	For For For	For For Against	Human Rights Policy does not align with UDHR.  The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1
	Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076 US8716071076	Management Management Management Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Luis A. Borgen Elect Janice D. Chaffin  Elect Bruce R. Chizen Elect Mercedes Johnson	For For For For For For For For	For For Against For For For For	Human Rights Policy does not align with UDHR.  The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 resorting.  The nominee serves on the nominating and/or governance committee and the diversity
	Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076 US8716071076 US8716071076 US8716071076	Management Management Management Management Management Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Lius A. Borgen Elect Janice D. Chaffin  Elect Bruce R. Chizen Elect Mercedes Johnson Elect Robert G. Painter	For	For For Against  For For Against	Human Rights Policy does not align with UDHR.  The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 report of the nominating and/or governance committee and the diversity disclosure rating is poor.  The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.
	Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076 US8716071076 US8716071076 US8716071076	Management	Elect John G. Schwarz Elect Sassine Ghazi Elect List A. Borgen Elect Janice D. Chaffin  Elect Bruce R. Chizen Elect Mercedes Johnson Elect Robert G. Painter	For	For For Against  For Against  Against	Human Rights Policy does not align with UDHR.  The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 report of the nominating and/or governance committee and the diversity disclosure rating is poor.  The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.

Synopsys, Inc.	4/10/2025	US8716071076	Management	Advisory Vote on Executive Compensation	For	*	The compensation plan has no ties between compensation and sustainability.
Synopsys, Inc.	4/10/2025	US8716071076	Management	Ratification of Auditor	For		The auditor's tenure is excessive.
Synopsys, Inc.	4/10/2025	US8716071076	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against		Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus



### Proxy Voting Summary Results

1 March - 31 March 2025

ASSET MANAGEMENT	,	ummary Results	1 March - 31 March 2025				
Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
DSV AS	3/20/2025	DK0060079531	Management	Directors' Fees	For	For	Increase is excessive
DSV AS	3/20/2025	DK0060079531	Management	Authority to Repurchase Shares	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Remuneration Report	For	For	Short performance period;
							Insufficient response to
DSV AS	3/20/2025	DK0060079531	Management	Remuneration Policy	For	For	shareholder dissent Poor overall design; Short
			<del>-</del>	, , , , , , , , , , , , , , , , , , , ,			performance period
DSV AS	3/20/2025	DK0060079531	Management	Elect Thomas Plenborg	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Elect Jørgen Møller	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Elect Beat Walti	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Elect Tarek Sultan Al-Essa	For	Abstain	Potential overcommitment
DSV AS	3/20/2025	DK0060079531	Management	Elect Benedikte Leroy	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Elect Natalie S Riise-Knudsen	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Elect Sabine Bendiek	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Accounts and Reports	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
DOMAC	2/20/2025	DK0060070534	Management	Allocation of Deefte/Dividends	F	F	
DSV AS	3/20/2025	DK0060079531	Management	Allocation of Profits/Dividends	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Laurence Debroux	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Andreas Fibig	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Sylvie Grégoire	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Kasim Kutay	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Accounts and Reports	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Christina Law	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Allocation of Profits/Dividends	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Martin Mackay	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Remuneration Report	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For	For	
Novo Nordiek	2/27/2025	DK0062408202	Managama-4	Directors' Food (2024)	Ear	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Directors' Fees (2024)	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Authority to Repurchase Shares	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Directors' Fees (2025)	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Helge Lund as Chair	For	For	
Novo Nordisk	3/27/2025	DK0062498333	ShareHolder	Shareholder Proposal Regarding Collective Agreements for Contracted	Against	For	
Novo Nordisk	3/27/2025	DKUU63400333	Management	Employees  Flact Henrik Poulsen as Vice Chair	For	For	
	3/27/2025	DK0062498333	Management	Elect Henrik Poulsen as Vice Chair  Amendments to Articles	For	For	
Monotore Co. Ltd.	3/20/2025	IT0004965148	Management		For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Allocation of Profits/Dividends	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Amendment to Articles	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Masaya Suzuki	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Sakuya Tamura	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Masahiro Kishida	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Tomoko Ise @ Tomoko Tanaka	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Mari Sagiya @ Mari Itaya	For	For	
							on more than two public company boards or the nominee is not an executive a public company and sits or more than five public compar boards.
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Kiyoshi Nakashima	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Peter Kenevan	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Barry Greenhouse	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Ornella Barra	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Advisory Vote on Executive Compensation	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Werner Baumann	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Ratification of Auditor	For	Against	The auditor's tenure is
							excessive.
Cencora Inc. Cencora Inc.	3/6/2025 3/6/2025	US03073E1055 US03073E1055	Management Management	Elect Franklin K. Clyburn, Jr. Elect Steven H. Collis	For	For Against	The nominee serves as Cha of the board of a tier 1 or 2 company which does not have
Cencora Inc.  Cencora Inc.	3/6/2025 3/6/2025	US03073E1055 US03073E1055	Management Management	Elect D. Mark Durcan Elect Lon R. Greenberg	For	For Against	The nominee is a male member of the nominating and/or governance committe and there is insufficient fems representation on the board directors; The nominee is a male member of the nominating and/or governan committee and there is insufficient female representation on the board directors.
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Lorence H. Kim	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Robert P. Mauch	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Redonda G. Miller	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Dennis M. Nally	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Lauren M. Tyler	For	For	
Keysight Technologies Inc	3/20/2025	US49338L1035	Management	Advisory Vote on Executive Compensation	For	For	
							The annual electric of
Keysight Technologies Inc	3/20/2025	US49338L1035	ShareHolder	Shareholder Proposal Regarding Board Declassification	Undetermined	For	The annual election of directors provides maximum accountability of directors to shareholders
Keysight Technologies Inc	3/20/2025	US49338L1035	Management	Elect James G. Cullen	For	Against	The nominee is a male member of the nominating and/or governance committe and there is insufficient fema representation on the board directors.; The nominee serves on the nominating and/or governance committe and the company have insufficient oversight of E&S issues.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board

Keysight Technologies Inc	3/20/2025	US49338L1035	Management	Elect Michelle J. Holthaus	For	Against	The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.
Keysight Technologies Inc	3/20/2025	US49338L1035	Management	Elect Jean M. Nye	For	Against	The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.
Keysight Technologies Inc	3/20/2025	US49338L1035	Management	Elect Joanne B. Olsen	For	Against	The nominee serves on the nominating and/or governance committee and the company have insufficient oversight of E&S issues.
Keysight Technologies Inc	3/20/2025	US49338L1035	Management	Ratification of Auditor	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Kornelis Smit	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Jean-Pascal Tricoire	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Sylvia Acevedo	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Advisory Vote on Executive Compensation	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Cristiano R. Amon	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Amendment to the 2023 Long-Term Incentive Plan	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Mark Fields	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	ShareHolder	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Against	Against	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Jeffrey W. Henderson	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Ann M. Livermore	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Mark D. McLaughlin	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Jamie S. Miller	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Marie E. Myers	For	For	
Qualcomm, Inc.	3/18/2025	US7475251036	Management	Elect Irene B. Rosenfeld	For	For	
Toro Co.	3/18/2025	US8910921084	Management	Elect Jeffrey L. Harmening	For	For	
Toro Co.	3/18/2025	US8910921084	Management	Elect Joyce A. Mullen	For	For	
Toro Co.	3/18/2025	US8910921084	Management	Elect Richard M. Olson	For	For	
Toro Co.	3/18/2025	US8910921084	Management	Elect James C. O'Rourke	For	For	
Toro Co.	3/18/2025	US8910921084	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Toro Co.	3/18/2025	US8910921084	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.



Proxy Voting Summary Results 1 February - 28 February 2025 Meeting Date ISIN Proponent Proposal Description Management Recommendation Vote Decision Vote Note

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Aristocrat Leisure	2/20/2025	AU000000ALL7	Management	Re-elect Kathleen Conlon	For	For	
Aristocrat Leisure	2/20/2025	AU000000ALL7	Management	Elect Natasha Chand	For	For	
Aristocrat Leisure	2/20/2025	AU000000ALL7	Management	Equity Grant (MD/CEO Trevor Croker)	For	For	
Aristocrat Leisure	2/20/2025	AU000000ALL7	Management	Remuneration Report	For	For	
Aristocrat Leisure	2/20/2025	AU000000ALL7	Management	Re-elect Arlene Tansey	For	For	
Aristocrat Leisure	2/20/2025	AU000000ALL7	Management	Re-elect Sylvia Summers Couder	For	For	
Technology One	2/19/2025	AU000000TNE8	Management	Re-elect Pat O'Sullivan	For	For	
		AU000000TNE8		Flect Paul Robson	For	For	
Technology One	2/19/2025		Management				
Technology One	2/19/2025	AU000000TNE8	Management	Equity Grant (MD/CEO Ed Chung)	For	For	
Technology One	2/19/2025	AU000000TNE8	Management	Amendments to Constitution	For	For	
Technology One	2/19/2025	AU000000TNE8	Management	Remuneration Report	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Arun Sarin	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Jaime Ardila	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Julie Sweet	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Martin Brudermüller	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Tracey T. Travis	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Alan Jope	For	For	
	2/6/2025	IE00B4BNMY34	Management	Elect Masahiko Uotani	For	For	
Accenture plc							
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Nancy McKinstry	For	Against	Serves on too many boards
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Advisory Vote on Executive Compensation	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Jennifer Nason	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Appointment of Auditor and Authority to Set Fees	For	Against	The auditor's tenure is excessive.
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Paula A. Price	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Reduction in Share Premium Account	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Venkata Renduchintala	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Authority to Issue Shares	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Authorize the Price Range at which the Company can Re-allot Treasury	For	For	
Ancor Pic	2/26/2025	AU000000AMC4	Management	Authorize the Price Range at which the Company can Re-allot Treasury Shares Shares Share Issuance in Connection with Merger with Berry Global Group, Inc.	For	For	
Amcor PIc	2/26/2025	AU000000AMC4	Management	Right to Adjourn Meeting	For	For	
Amcor Plc	2/26/2025	AU000000AMC4	Management	Share Issuance in Connection with Merger with Berry Global Group, Inc	For	For	
Amcor Plc	2/26/2025	AU000000AMC4	Management	Right to Adjourn Meeting	For	For	
Apple Inc	2/25/2025	US0378331005	Management	Elect Wanda M. Austin	For	For	
Apple Inc	2/25/2025	US0378331005	Management	Elect Timothy D. Cook	For	For	
Apple Inc	2/25/2025	US0378331005	Management	Elect Alex Gorsky	For	For	
Apple Inc	2/25/2025	US0378331005	Management	Elect Andrea Jung	For	For	
Apple Inc	2/25/2025	US0378331005	Management	Elect Arthur D. Levinson	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Apple Inc	2/25/2025	US0378331005	Management	Elect Monica C. Lozano	For	For	
Apple Inc	2/25/2025	US0378331005	Management	Elect Ronald D. Sugar	For	For	
Apple Inc	2/25/2025	US0378331005	Management	Elect Susan L. Wagner	For	For	
Apple Inc	2/25/2025	US0378331005	Management	Ratification of Auditor	For	For	
**					For		
Apple Inc	2/25/2025	US0378331005	Management	Advisory Vote on Executive Compensation		For	T1.1.
Apple Inc	2/25/2025	US0378331005	ShareHolder	Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Apple Inc	2/25/2025	US0378331005	ShareHolder	Shareholder Proposal Regarding Transparency Report on CSAM Identifying Software	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Apple Inc	2/25/2025	US0378331005	ShareHolder	Shareholder Proposal Regarding Abolishing Inclusion and Diversity Program and Policies	n Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Apple Inc	2/25/2025	US0378331005	ShareHolder	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Rockwell Automation Inc	2/4/2025	US7739031091	Management	Advisory Vote on Executive Compensation	For	For	
Rockwell Automation Inc	2/4/2025	US7739031091	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Rockwell Automation Inc	2/4/2025	US7739031091	Management	Elect James P. Keane	For	For	
Rockwell Automation Inc	2/4/2025	US7739031091	Management	Elect Blake D. Moret	For	For	
Rockwell Automation Inc	2/4/2025	US7739031091	Management	Elect Thomas W. Rosamilia	For	For	
Rockwell Automation Inc	2/4/2025	US7739031091	Management	Elect Patricia A. Watson	For	For	
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# Proxy Voting Summary Results 1 January - 31 January 2025

ASSET MANAGEMENT	Proxy Voting S	ummary Results	1 January - 31 January 2025				
Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
CGI Inc	1/29/2025	CA12532H1047	Management	Elect François Boulanger	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Serge Godin	For	Withhold	Multi-class share structure with unequal voting rights
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Alison C. Reed	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Sophie Brochu	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Gilles Labbé	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect George D. Schindler	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect George A. Cope	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Michael B. Pedersen	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Kathy N. Waller	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Jacynthe Côté	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Stephen S. Poloz	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Frank Witter	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Julie Godin	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Mary G. Powell	For	For	
CGI Inc	1/29/2025	CA12532H1047	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Susan L. Decker	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Ron M. Vachris	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Kenneth D. Denman	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Mary Agnes Wilderotter	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Helena B. Foulkes	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Costco Wilolesale Corp	1/20/2020	00221001(1031	Wanagement	Tablication of Addition	1 6	Against	excessive.
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Hamilton E. James	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Advisory Vote on Executive Compensation	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Sally Jewell	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	ShareHolder	Shareholder Proposal Regarding Report on Risks of Maintaining DEI Efforts	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Jeffrey S. Raikes	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect John W. Stanton	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Ratification of Auditor	For	For	
Visa Inc	1/28/2025	US92826C8394	ShareHolder	Shareholder Proposal Regarding Report on Benefits and Health Program Gaps	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Visa Inc	1/28/2025	US92826C8394	ShareHolder	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Visa Inc	1/28/2025	US92826C8394	ShareHolder	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns
Visa Inc	1/28/2025	US92826C8394	ShareHolder	Shareholder Proposal Regarding Lobbying Report	Against	Against	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Lloyd A. Carney	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Ryan McInerney	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Kermit R. Crawford	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Denise M. Morrison	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Francisco Javier Fernández Carbajal	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Pamela Murphy	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Ramon L. Laguarta	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Linda J. Rendle	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Teri L. List	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Maynard G. Webb, Jr.	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect John F. Lundgren	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Visa Inc	1/28/2025	US92826C8394	Management	Advisory Vote on Executive Compensation	For	For	



Issuer Name Elders Limited							
Elders Limited	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
	12/19/2024	AU000000ELD6	Management	REMUNERATION REPORT	For	Against	Shareholder responsiveness
							concerns; Disclosure
Eller Device	40/40/0004	ALIONOSOFI DO	- M	5	-	-	concerns
Elders Limited	12/19/2024	AU000000ELD6	Management	•	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management		For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management		For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Equity Grant (MD/CEO Mark Allison)	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Approve Financial Assistance (IPST Holdings and each of its Subsidiaries)	For	For	
					_	_	
Elders Limited	12/19/2024	AU000000ELD6	Management	11	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	, , ,	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Board Spill (Conditional)	Against	Against	
National Australia Bank Limited	12/18/2024	AU000000NAB4	ShareHolder	Shareholder Proposal Regarding Transition Plan Assessments	Against	For	Supporting this proposal is in
							the best interests of
National Australia Bank Limited	12/18/2024	AU000000NAB4	Management	Elect Warwick Hunt	For	For	shareholders.
National Australia Bank Limited  National Australia Bank Limited	12/18/2024	AU000000NAB4	Management		For	Against	The compensation plan has no ties between compensation and sustainability.
National Australia Bank Limited	12/18/2024	AU000000NAB4	Management	Equity Grant (MD/CEO Deferred Rights)	For	For	
National Australia Bank Limited	12/18/2024	AU000000NAB4	Management		For	For	
National Australia Bank Limited	12/18/2024	AU000000NAB4	ShareHolder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Abstain	The shareholder proposal
							process is best facilitated through regulatory changes.
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Lars Søren Rasmussen	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Niels Peter Louis-Hansen	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
				,,,	For		
Coloplast AS	12/5/2024	DK0060448595	Management			For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Allocation of Profits/Dividends	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	Against	Share price hurdle
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	•	For	For	<u> </u>
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	•	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023		·	For	For	
		US17275R1023 US17275R1023	Management				
Cisco Systems, Inc.	12/9/2024		Management		For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management		For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management		For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect Charles H. Robbins	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect Daniel H. Schulman	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect Marianna Tessel	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Advisory Vote on Executive Compensation	For	Against	Pay for performance disconnect; Insufficient response to shareholder dissent
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Factset Research Systems Inc.	12/19/2024	US3030751057	Management	Elect Siew Kai Choy	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management	Elect Laurie G. Hylton	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management	-	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management		For	For	
,	12/19/2024				For	For	
Factset Research Systems Inc.		US3030751057	Management				
Factset Research Systems Inc.	12/19/2024	US3030751057	Management		For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	ShareHolder		Against	For	A 15% threshold for calling a special meeting is appropriate
Microsoft Corporation		US5949181045	Management		for	For	
	12/10/2024			Elect Reid G. Hoffman	for		
Microsoft Corporation	12/10/2024	US5949181045	Management			For	
			Management	Elect Emma N. Walmsley	for	For For	
Microsoft Corporation	12/10/2024	US5949181045					Serves on too many boards
Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024	US5949181045 US5949181045	Management	Elect Hugh F. Johnston	for	For	Serves on too many boards
Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation	for for	For Against	Serves on too many boards
Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List	for for for for	For Against For For	
Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List	for for for	For Against For	The auditor's tenure is
Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor	for for for for	For Against For For	
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Terl. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons	for for for for for for	For Against For For Against For	The auditor's tenure is
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Terl. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin	for for for for for for against for against	For Against For For Against For For Against For For Against	The auditor's tenure is
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin	for for for for for for against for	For Against For For Against For For For For For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Tent. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant	for for for for for for against for	For Against For For Against For For Against For For Against	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Terl. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	for for for for for for against for against for against	For Against For For Against For For Against For For For For Against	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson	for	For Against For For Against For For Against For For For For Against For For For For For For For For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Terl. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to	for for for for for for against for against for against	For Against For For Against For For Against For For For For Against	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production	for	For Against For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production	for	For Against For For Against For For Against For For For For Against For For For For For For For For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation could be
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management Management Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Tent L List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez	for for for for for for for for for against for against for against for against for against for	For Against For For For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Tent L List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	for for for for for for for for for against for against  for against  for against  for against  for against  for against  for against  for against	For Against For For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders.  This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder Management Management Management Management Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Ten L. List Ratification of Auditor Elect Ten L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	for for for for for for for for against	For Against For For For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders.  This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Ten L. List Ratification of Auditor Elect Ten L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	for for for for for for for against for	For Against For For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Vote against board chair at tier 3 company, if the company
Microsoft Corporation Paylocity Holding Corp	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management Management Management Management Management Management Management Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Tent L List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Charles W. Scharf Elect Charles W. Scharf Elect Steven R. Beauchamp	for for for for for for for for against for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against	For Against For For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Vote against board chair at tier 3 company, if the company does not have GHG targets.  No tie between compensation
Microsoft Corporation	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Tent L List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing  Elect Charles W. Scharf Elect Steven R. Beauchamp  Advisory Vote on Executive Compensation  Elect Linda M. Breard	for for for for for for for for for against	For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Vote against board chair at tier 3 company, if the company does not have GHG targets.  No tie between compensation
Microsoft Corporation	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Tent L List Ratification of Auditor Elect Tent L List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing  Elect Steven R. Beauchamp  Advisory Vote on Executive Compensation  Elect Linda M. Breard Elect Uriginia G. Breen	for for for for for for for for for against for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against	For Against For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Vote against board chair at tier 3 company, if the company does not have GHG targets.  No tie between compensation
Microsoft Corporation Paylocity Holding Corp	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Tent L List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing  Elect Charles W. Scharf Elect Charles W. Scharf Elect Steven R. Beauchamp  Advisory Vote on Executive Compensation Elect Linda M. Breard Elect Virginia G. Breen Elect Craig A. Conway	for	For Against For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Vote against board chair at tier 3 company, if the company does not have GHG targets.  No tie between compensation
Microsoft Corporation Paylocity Holding Corp	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Tent L List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin  Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Proposal Regarding Report on Al Misinformation and Disinformation  Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing  Elect Charles W. Scharf Elect Charles W. Scharf Elect Steven R. Beauchamp  Advisory Vote on Executive Compensation  Elect Linda M. Breard Elect Virginia G. Breen Elect Craig A. Conway	for for for for for for for for for against for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against  for against	For Against For For Against For	The auditor's tenure is excessive.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders.  This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.  Vote against board chair at tier 3 company, if the company does not have GHG targets.  No tie between compensation

Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Kenneth B. Robinson	For	Withhold	There is insufficient female
							representation on the board of
							directors.
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Steven I. Sarowitz	For	For	
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Ronald V. Waters III	For	For	
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Toby J. Williams	For	For	
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Ratification of Auditor	For	For	
SSGA Funds	12/6/2024	US7849244253	Management	Elect Donna M. Rapaccioli	For	For	
SSGA Funds	12/6/2024	US7849244253	Management	Elect Margaret McLaughlin	For	For	
SSGA Funds	12/6/2024	US7849244253	Management	Elect George M. Pereira	For	For	
SSGA Funds	12/6/2024	US7849244253	Management	Elect Mark E. Swanson	For	For	
SSGA Funds	12/6/2024	US7849244253	Management	Elect Jeanne M. La Porta	For	For	
SSGA Funds	12/6/2024	US7849244253	Management	Elect Patrick J. Riley	For	For	



Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Amcor Pic	11/7/2024	AU000000AMC4	Management	Elect Graeme R. Liebelt	For	Against	Vote against the company
						-	
Amcor Pic	11/7/2024	AU000000AMC4	Management	Elect Peter Konieczny	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Achal Agarwal	For	For	
mcor Plc	11/7/2024	AU000000AMC4	Management	Elect Andrea E. Bertone	For	For	
mcor Plc	11/7/2024	AU000000AMC4	Management	Elect Susan K. Carter	For	For	
Imcor Plc	11/7/2024	AU000000AMC4	Management	Elect Graham A. Chipchase	For	For	
Amcor Pic	11/7/2024	AU000000AMC4	Management	Elect Lucrèce J.I. Foufopoulus-De Ridder	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Nicholas T. Long	For	For	
Amcor Pic	11/7/2024	AU000000AMC4	Management	Elect Arun Nayar	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect David T. Szczupak	For	Against	Vote against the chair of the
							nomination or governance committee if the company does not disclose EEO1 reporting.
Amcor Pic	11/7/2024	AU000000AMC4	Management	Ratification of Auditor	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Advisory Vote on Executive Compensation	For	For	
Breville Group Limited	11/7/2024	AU000000BRG2	Management	Approve Potential Termination Benefits	For	Against	Accelerated vesting; Excessive termination package
Breville Group Limited	11/7/2024	AU000000BRG2	Management	Equity Grant (NED Rights)	Undetermined	For	
Breville Group Limited	11/7/2024	AU000000BRG2	Management	REMUNERATION REPORT	For	Against	Quantum of proposed LTPR grant; Excessive termination package; Change of control provision
Breville Group Limited	11/7/2024	AU000000BRG2	Management	Re-elect Lawrence Myers	For	For	
Breville Group Limited	11/7/2024	AU000000BRG2	Management	Equity Grant (MD/CEO Jim Clayton)	For	Against	Quantum of proposed LTPR grant; Change of control provisions
Coles Group Ltd	11/12/2024	AU0000030678	ShareHolder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Abstain	The shareholder proposal process is best facilitated through regulatory changes.
Coles Group Ltd	11/12/2024	AU0000030678	ShareHolder	Shareholder Proposal Regarding Report on Impacts of Farmed Seafood	Against	For	
Coles Group Ltd	11/12/2024	AU0000030678	ShareHolder	Shareholder Proposal Regarding Ceasing to Procure Farmed Salmon from	Against	Against	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Macquarie Harbour Elect Peter K. Allen	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Elect Andrew Penn	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Re-elect Abigail (Abi) P. Cleland	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Re-elect Richard J. Freudenstein	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Remuneration Report	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Equity Grant -STI (MD/CEO Leah Weckert)	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Equity Grant - LTI (MD/CEO Leah Weckert)	For	For	
Coles Group Ltd			-	1			
	11/12/2024	AU0000030678	Management	Renew Proportional Takeover Provisions	For	For	
Computershare Ltd	11/14/2024	AU00000CPU5	Management	Re-elect Paul J. Reynolds	For	Against	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR
Computershare Ltd	11/14/2024	AU000000CPU5	Management	Re-elect Lisa M. Gay	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	Management	Re-elect John Nendick	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	Management	Elect Gerrard B. Schmid	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	Management	REMUNERATION REPORT	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	Management	Equity Grant (CEO Stuart Irving FY2025 LTI)	For	For	
Endeavour Group Ltd	11/13/2024	AU0000154833	Management	Elect Ari Mervis	For	For	-
Endeavour Group Ltd	11/13/2024	AU0000154833	Management	Elect Peter Margin	For	For	
Endeavour Group Ltd	11/13/2024	AU0000154833	Management	Remuneration Report	For	For	
Endeavour Group Ltd	11/13/2024	AU0000154833	Management	Equity Grant (MD/CEO Steve Donohue)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Ratify Placement of Securities (B&P Consideration Shares)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Equity Grant - STI (MD/CEO Andrew Blattman)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Equity Grant - LTI (MD/CEO Andrew Blattman)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Renew Proportional Takeover Provisions	For	For	
PH Limited	11/14/2024	AU0000000IPH9	Management	Remuneration Report	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Re-elect Peter H. Warne	For	Against	Vote against board chair at tier 3 company, if the compar does not have GHG targets.
IPH Limited	11/14/2024	AU000000IPH9	Management	Ratify Placement of Securities (ROBIC Consideration Shares)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Ratify Placement of Securities (Placement Shares)	For	For	
Medibank Private Limited	11/13/2024	AU000000MPL3	Management	Re-elect Gerard Dalbosco	For	Against	Vote against the company chair when the company is n a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to SASE
Medibank Private Limited	11/13/2024	AU000000MPL3	Management	Elect Jay Weatherill	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB.
Medibank Private Limited	11/13/2024	AU000000MPL3	Management	Remuneration Report	For	Against	No tie between compensation and sustainability.
Medibank Private Limited	11/13/2024	AU000000MPL3	Management	Equity Grant (MD/CEO David Koczkar)	For	For	
Medibank Private Limited	11/13/2024	AU000000MPL3	Management	Amendment to Constitution	For	For	
Medibank Private Limited	11/13/2024	AU000000MPL3	Management	Approve Increase in NEDs' Fee Cap	Undetermined	For	
letwealth Group Limited	11/20/2024	AU000000NWL7	Management	Remuneration Report	For	For	
letwealth Group Limited	11/20/2024	AU000000NWL7		Re-elect Kate Temby	For	For	
			Management				
Netwealth Group Limited	11/20/2024	AU000000NWL7	Management	Elect Sarah Brennan	For	For	
Netwealth Group Limited	11/20/2024	AU000000NWL7	Management	Equity Grant (MD/CEO Matt Heine)	For	For	
Netwealth Group Limited	11/20/2024	AU000000NWL7	Management	Approve Increase in NED's Fees Cap	Undetermined	For	
NB Holdings Limited	11/7/2024	AU000000NHF0	Management	REMUNERATION REPORT	For	For	
NIB Holdings Limited	11/7/2024	AU000000NHF0	Management	Re-elect Jacqueline Chow	For	For	
NIB Holdings Limited	11/7/2024	AU000000NHF0	Management	Re-elect Peter G. Harmer	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB.
NIB Holdings Limited	11/7/2024	AU000000NHF0	Management	Equity Grant (Incoming MD/CEO Edward Close)	For	For	
Seek Limited	11/19/2024	AU000000SEK6	Management	REMUNERATION REPORT	For	For	
Seek Limited	11/19/2024	AU000000SEK6	Management	Elect Rachael Powell	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB.

Seek Limited	11/19/2024	AU000000SEK6	Management	Re-elect Graham B. Goldsmith	For	Against	Vote against the company
							chair when the company is not a UNGC participant or
							signatory OR the Human Rights Policy does not align
							with UDHR.
							Vote against ESG committee of tier 3 company, if the
							company does not report to
Seek Limited	11/19/2024	AU000000SEK6	Management	Re-elect Michael Wachtel	For	Against	Vote against ESG committee
							of tier 3 company, if the company does not report to
Seek Limited	44/40/2024	ALIONOGOSEIVE	Management	Re-elect Andrew R. Bassat	F	For	SASB.
Seek Limited Seek Limited	11/19/2024	AU000000SEK6 AU000000SEK6	Management Management	Equity Grant - Equity Right (MD/CEO Ian Narev)	For For	For	
Seek Limited	11/19/2024	AU000000SEK6	Management	Equity Grant - WSP Options and WSP Rights (MD/CEO Ian Narev)	For	For	
Seek Limited	11/19/2024	AU000000SEK6	Management	Approve Potential Termination Benefits	For	For	
Spark New Zealand Limited	11/1/2024	NZTELE0001S4	Management	Authority to Set Auditor's Fees	Undetermined	For	
Spark New Zealand Limited	11/1/2024	NZTELE0001S4	Management	Re-elect David Havercroft	Undetermined	Against	Vote against ESG committee of tier 3 company, if the
							company does not report to SASB.
Spark New Zealand Limited	11/1/2024	NZTELE0001S4	Management	Elect Lisa Nelson	Undetermined	Against	Vote against ESG committee
							of tier 3 company, if the company does not report to
Spark New Zealand Limited	11/1/2024	NZTELE0001S4	Management	Re-elect Warwick Bray	Undetermined	Against	SASB.  Vote against ESG committee
Spark New Zealand Limited	11/1/2024	NZTELE000134	Wallagement	Ne-dect Walwick Bray	Ondetermined	Against	of tier 3 company, if the
							company does not report to SASB
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Advisory Vote on Executive Compensation	For	For	SASB
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Peter E. Bisson	For	For	
Automatic Data Processing Inc. Automatic Data Processing Inc.	11/6/2024 11/6/2024	US0530151036 US0530151036	Management Management	Elect Maria Black Elect David V. Goeckeler	For For	For For	
Automatic Data Processing Inc.  Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Linnie M. Haynesworth	For	For	
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect John P. Jones	For	For	
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Francine S. Katsoudas	For	For	
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Nazzic S. Keene	For	For	Voto agginet the a
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Thomas J. Lynch	For	Against	Vote against the company chair when the company is not
							a UNGC participant or
							signatory OR the Human Rights Policy does not align
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Scott F. Powers	For	For	with UDHR
Automatic Data Processing Inc. Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Scott F. Powers  Elect William J. Ready	For	Against	Serves on too many boards
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Carlos A. Rodriguez	For	For	
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Sandra S. Wijnberg	For	For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Elect Richard J. Daly	For	Against	Vote against the company
							chair when the company is not a UNGC participant or
							signatory OR the Human
							Rights Policy does not align with UDHR
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Elect Robert N. Duelks	For	For	
Broadridge Financial Solutions, Inc. Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034 US11133T1034	Management Management	Elect Melvin L. Flowers  Elect Timothy C. Gokey	For For	For For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Elect Brett A. Keller	For	For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Elect Maura A. Markus	For	For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Elect Eileen K. Murray	For	For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Elect Annette L. Nazareth	For	For	
Broadridge Financial Solutions, Inc. Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034 US11133T1034	Management Management	Elect Amit K. Zavery  Advisory Vote on Executive Compensation	For For	For For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Ratification of Auditor	For	For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Elect Pamela L. Carter	For	For	
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Elect Paul J. Fribourg	For	For	
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Elect Jennifer Y. Hyman	For	Withhold	Vote against the members of the nomination and
							governance committees if
							there is poor diversity disclosure rating.
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Elect Arturo Nuñez	For	For	disclosure rating.
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Elect Barry S. Sternlicht	For	Withhold	Vote against the members of
							the nomination and governance committees if
							there is poor diversity
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Ratification of Auditor	For	For	disclosure rating
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Advisory Vote on Executive Compensation	For	Against	Pay for performance
							disconnect; Concerning pay practices
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Amendment to the 2002 Share Incentive Plan	For	For	
Jack Henry & Associates, Inc. Jack Henry & Associates, Inc.	11/12/2024	US4262811015 US4262811015	Management Management	Elect Lisa M. Nelson  Advisory Vote on Executive Compensation	For For	For For	
Jack Henry & Associates, Inc.  Jack Henry & Associates, Inc.	11/12/2024	US4262811015 US4262811015	Management	Elimination of Supermajority Requirement	For	For	
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Ratification of Auditor	For	For	
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect David B. Foss	For	Withhold	Vote against the company
							chair when the company is not a UNGC participant or
							signatory OR the Human
							Rights Policy does not align with UDHR.
							Vote against board chair at
							tier 3 company, if the company does not have GHG targets.
look Honny & Ai-t '	11/12/2024	US4262811015	Management	Float Matthew C. Floring	For	For	targets.
Jack Henry & Associates, Inc. Jack Henry & Associates, Inc.	11/12/2024	US4262811015 US4262811015	Management Management	Elect Matthew C. Flanigan Elect Thomas H. Wilson, Jr.	For	For	
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect Thomas A. Wimsett	For	For	
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect Shruti S. Miyashiro	For	For	
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect Wesley A. Brown	For	For	V
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect Curtis A. Campbell	For	Withhold	Vote against the chair of the nomination or governance
							committee if the company
							does not disclose EEO1 reporting
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect Tammy S. LoCascio	For	For	
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Awo Ablo	For	For	
Oracle Corp. Oracle Corp.	11/14/2024	US68389X1054 US68389X1054	Management Management	Elect Jeffrey S. Berg Elect Michael J. Boskin	For For	For For	
Oracle Corp. Oracle Corp.	11/14/2024	US68389X1054 US68389X1054	Management	Elect Michael J. Boskin  Elect Safra A. Catz	For	Withhold	CFO on board
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Bruce R. Chizen	For	For	
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect George H. Conrades	For	Withhold	Ongoing compensation
							concerns; Insufficient response to shareholder
							dissent

Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Lawrence J. Ellison	For	Withhold	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Rona Fairhead	For	For	
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Jeffrey O. Henley	For	For	
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Charles W. Moorman	For	Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Leon E. Panetta	For	Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect William G. Parrett	For	For	
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Naomi O. Seligman	For	Withhold	Ongoing compensation concerns; Insufficient response to shareholder dissent
Oracle Corp.	11/14/2024	US68389X1054	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
Oracle Corp.	11/14/2024	US68389X1054	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Oracle Corp.	11/14/2024	US68389X1054	ShareHolder	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Against	Against	
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Carol J. Burt	For	Against	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Christopher DelOrefice	For	For	Will OFFIX
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Jan De Witte	For	For	
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Karen Drexler	For	For	
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Michael J. Farrell	For	For	
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Peter C. Farrell	For	For	
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Harjit Gill	For	For	
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect John Hernandez	For	For	
Resmed Inc.	11/20/2024	AU00000RMD6	Management	Elect Richard Sulpizio	For	Against	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting. There is insufficient female representation on the board of directors.
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Desney Tan	For	For	
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Ronald Taylor	For	Against	There is insufficient female representation on the board of directors.
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.



Issuer Name ARB Corporation							
	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendatio		Vote Note
	10/17/2024	AU000000ARB5	Management	Remuneration Report	For	For	There is insufficient female
ARB Corporation	10/17/2024	AU000000ARB5	Management	Re-elect Roger G. Brown	For	Against	representation on the board of
ADD Composition	40/47/2024	ALIOCOCCA PDE	Management	De elect Verse I. Dhin	 	F	directors.
ARB Corporation	10/17/2024	AU000000ARB5	Management	Re-elect Karen L. Phin	For	For	
BHP Group Limited BHP Group Limited	10/30/2024	AU000000BHP4 AU000000BHP4	Management	Elect Donald R. Lindsay Elect Ross McEwan	For For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management Management	Re-elect Xiaoqun Clever-Steg	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Re-elect Gary J. Goldberg	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Re-elect Michelle A Hinchliffe	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Re-elect Ken N. MacKenzie	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Re-elect Christine E. O'Reilly	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	*	Re-elect Catherine E. O Kelliy	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management Management	Re-elect Dion J. Weisler	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Remuneration Report	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Equity Grant (CEO Mike Henry)	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4		Approval of 2024 Climate Transition Action Plan	For	For	This is a Say-On-Climate
BRP Group Limited	10/30/2024	AUUUUUUUBHP4	Management	Approval of 2024 Climate Transition Action Plan	FOI	FOI	Proposal.
Brambles Ltd	10/24/2024	AU000000BXB1	Management	Remuneration Report	For	For	
Brambles Ltd	10/24/2024	AU000000BXB1	Management	Re-elect Elizabeth Fagan	For	For	
Brambles Ltd	10/24/2024	AU000000BXB1	Management	Amendment to the Performance Share Plan	For	For	
Brambles Ltd	10/24/2024	AU000000BXB1	Management	Equity Grant (CEO Graham Chipchase)	For	For	
Brambles Ltd	10/24/2024	AU000000BXB1	Management	Approval of the MyShare Plan	For	For	
CAR Group Ltd.	10/25/2024	AU000000CAR3	Management	Remuneration Report	For	For	
CAR Group Ltd.	10/25/2024	AU000000CAR3	Management	Re-elect Edwina Gilbert	For	For	
CAR Group Ltd.	10/25/2024	AU000000CAR3	Management	Re-elect WONG Kee	For	For	
CAR Group Ltd.	10/25/2024	AU000000CAR3	Management	Elect Philippa Marlow	For	For	
CAR Group Ltd.	10/25/2024	AU000000CAR3	Management	Equity Grant (MD/CEO Cameron McIntyre - FY2024 STI)	For	For	
CAR Group Ltd.	10/25/2024	AU000000CAR3	Management	Equity Grant (MD/CEO Cameron McIntyre - FY2025 LTI)	For	For	
CAR Group Ltd.	10/25/2024	AU000000CAR3	Management	Approve Increase in NEDs' Fee Cap	Undetermined	For	
Cochlear Ltd.	10/25/2024	AU000000COH5	Management	Accounts and Reports	For	For	
Cochlear Ltd.	10/25/2024	AU000000COH5	Management	Remuneration Report	For	For	
Cochlear Ltd.	10/25/2024	AU000000COH5	Management	Re-elect Catriona (Alison) Deans	For	Against	Vote against ESG committee
	10,20,2024	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	anagorioni	S GOOD COLLIGION ( FIGURE) DOBITO	. 5.	ryamat	of tier 3 company, if the
							company does not report to
							SASB.
Cochlear Ltd.	10/25/2024	AU000000COH5	Management	Re-elect Glen F. Boreham	For	Against	Vote against ESG committee
							of tier 3 company, if the
							company does not report to SASB.
Cochlear Ltd.	10/25/2024	AU000000COH5	Management	Re-elect Christine F. McLoughlin	For	Against	Vote against ESG committee
				, and the second			of tier 3 company, if the
							company does not report to
Cochlear Ltd.	10/25/2024	AU000000COH5	Management	Elect Caroline Clarke	For	For	SASB.
Cochlear Ltd.		AU000000COH5	Management	Equity Grant (MD/CEO & President Dig Howitt)	For	For	
	10/25/2024		Management				
Commonwealth Bank of Australia	10/16/2024	AU000000CBA7	Management	Remuneration Report	For	For	
Commonwealth Bank of Australia	10/16/2024	AU000000CBA7	Management	Equity Grant (MD/CEO Matt Comyn)	For	For	
Commonwealth Bank of Australia	10/16/2024	AU000000CBA7	Management	Re-elect Julie Galbo	For	For	
Commonwealth Bank of Australia	10/16/2024	AU000000CBA7	Management	Re-elect Peter G. Harmer	For	For	
Commonwealth Bank of Australia	10/16/2024	AU000000CBA7	Management	Elect Kate Howitt	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Re-elect Brian McNamee	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Re-elect Andrew Cuthbertson	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Re-elect Alison Watkins	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Elect Samantha Lewis	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Elect Elaine Sorg	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Remuneration Report	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Equity Grant (MD/CEO Paul McKenzie)	For	For	
CSL Ltd.	40/00/0004	AU000000CSL8	Management	Renew Proportional Takeover Provisions	For	For	
	10/29/2024		Management	Approve Termination Benefits	For		
CSL Ltd.	10/29/2024	AU000000CSL8			FOI	For	
	10/29/2024	AU000000CSL8			l:		
CSL Ltd.		AU000000CSL8 AU000000CSL8 AU000000REA9	Management Management	Approve Increase in NEDs' Fee Cap  Re-elect Jennifer M. Lambert	Undetermined For	For For	
REA Group Limited REA Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024	AU00000CSL8 AU000000REA9 AU000000REA9	Management Management Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan	Undetermined For For	For For Against	Vote against the company chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR
CSL Ltd.  REA Group Limited  REA Group Limited  REA Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024	AU000000CSL8 AU000000REA9 AU000000REA9 AU000000REA9	Management Management Management Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson)	Undetermined For For	For Against For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd. REA Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024	AU00000CSL8 AU000000REA9 AU000000REA9 AU000000REA9 AU000000REA9 AU000000REA9	Management Management Management Management Management Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT	Undetermined For For For For For	For Against For For	chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd. REA Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9	Management Management Management Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp	Undetermined For For For For For For For	For Against  For For For For For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9	Management Management Management Management Management Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions	Undetermined For	For Against  For For For For For For For	chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9	Management Management Management Management Management Management Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight	Undetermined For For For For For For For	For Against  For For For For For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9	Management Management Management Management Management Management Management Management Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions	Undetermined For	For Against  For For For For For For For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight	Undetermined For	For Against  For For For For For For For For For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU000000RWC7 AU000000RWC7 AU000000RWC7	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT	Undetermined For	For For Against  For For For For For For For For For Fo	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Super Retail Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SWL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MDI/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MDI/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham	Undetermined For	For Against  For For For For For For For For For Fo	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Super Retail Group Limited  Super Retail Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU000000REA9 AU000000RWC7 AU000000RWC7 AU00000RWC7 AU000000RWC7 AU00000RWC7 AU000000RWC7 AU000000RWC7 AU000000RWC7 AU000000RWC7 AU000000SUL0 AU00000SUL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty)	Undetermined For	For Against  For For For For For For For For For Fo	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Super Retail Group Limited  Super Retail Group Limited  Super Retail Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor	Undetermined For	For For Against  For For For For For For For For For Fo	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  REIance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Super Retail Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/2/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Renuneration Report	Undetermined For	For	chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Reliance Worldwide Corporation Limited  Super Retail Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Dariene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn	Undetermined For	For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd.  REA Group Limited  Relance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Reliance Worldwide Corporation Limited  Super Retail Group Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie	Undetermined For	For	chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024	AU000000CSL8 AU000000REA9 AU000000REA9 AU000000REA9 AU000000REA9 AU000000RWC7 AU000000RWC7 AU000000RWC7 AU000000SUL0 AU000000SUL0 AU00000SUL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestbutt	Undetermined For	For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation Telstra Corporation	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Dariene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Oolin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares)	Undetermined For	For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation Telstra Corporation Telstra Corporation Telstra Corporation	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penepope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares) Equity Grant (MD/CEO Vicki Brady - Performance Rights)	Undetermined For	For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Tuper Retail Group Limited Super Retail Group Limited Tuper Tuper Limited Tuper Tuper Limited Tuper Tuper Limited Tuper L	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024	AU000000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chesthutt Equity Grant (MD/CEO Vickl Brady - Restricted Shares) Equity Grant (MD/CEO Vickl Brady - Performance Rights) REMUNERATION REPORT	Undetermined  For  For  For  For  For  For  For  Fo	For	chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares) Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor	Undetermined For	For	chair when the company is na uNGC participant or signatory OR the Human Rights Policy does not align with UDHR
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/26/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024	AU000000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000TLS2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Dariene S. Knight REMUNERATION REPORT Re-elect Deriene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Watkins	Undetermined For	For	chair when the company is na a UNGC participant or signatory OR the Human Rights Policy does not align with UIDHR.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation Telstra Corporation Telstra Corporation Telstra Corporation	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024 10/26/2024	AU00000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares) Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor	Undetermined For	For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR  Vote against ESG committee of tier 3 company, if the company does not report to
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Relail Group Limited Telstra Corporation	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/26/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024	AU000000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000TLS2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Dariene S. Knight REMUNERATION REPORT Re-elect Deriene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Watkins	Undetermined For	For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company to the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Groproation Telstra Corporation Telstra Corporation Telstra Corporation Telstra Corporation Telstra Corporation Telstra Corporation Wesfarmers Limited Wesfarmers Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024	AU000000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000TLS2 AU0000TLS2 AU0000TLS2 AU00000TLS2 AU0000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2 AU00000TLS2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Deter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chesthutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares) Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Watkins  Elect Kate Munnings  Elect Friedrich (Tom) von Oertzen	Undetermined For	For For Against  For For For For For For For For For Fo	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR  Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against ESG committee of tier 3 company, if the company does not report to SASB. Vote against ESG committee of tier 3 company does not report to SASB. Vote against ESG committee of tier 3 company, if the company does not report to SASB.
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation Wesfarmers Limited Wesfarmers Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024	AU000000CSL8 AU000000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000TLS2 AU0000TLS2 AU00000TLS2 AU0000TLS2 AU0000TLS2 AU00000TLS2 AU0000TLS2 AU00000TLS2 AU0000TLS2 AU0000TLS2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares) Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Walkins  Elect Kate Munnings  Elect Kate Munnings	Undetermined  For  For  For  For  For  For  For  Fo	For	chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation Wesfarmers Limited Wesfarmers Limited Wesfarmers Limited Wesfarmers Limited Wesfarmers Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/15/2024 10/15/2024 10/15/2024 10/31/2024	AU000000CSL8 AU000000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000TLS2 AU0000TLS2 AU00000TLS2 AU0000TLS2 AU00000TLS2 AU00000TLS2 AU0000TLS2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares) Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Walkins  Elect Kate Munnings  Elect Kate Munnings  Elect Friedrich (Tom) von Oertzen	Undetermined For	For	chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Tuper Retail Group Limited Super Retail Group Limited Super Retail Group Limited Super Retail Group Limited Telstra Corporation Telstra Corporation Telstra Corporation Telstra Corporation Telstra Corporation Telstra Corporation Wesfarmers Limited Wesfarmers Limited Wesfarmers Limited Wesfarmers Limited Wesfarmers Limited Wesfarmers Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/31/2024	AU000000CSL8 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000WES1	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Deter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chesthutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares) Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Watkins  Elect Kate Munnings  Elect Kate Munnings  Elect Friedrich (Tom) von Oertzen	Undetermined  For  For  For  For  For  For  For  Fo	For For Against  For For For For For For For For For Fo	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company to the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation Wesfarmers Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024	AU000000CSL8 AU000000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000TLS2 AU00000WES1	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chesthutt Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Walkins  Elect Kate Munnings  Elect Kate Munnings  Elect Kate Munnings  Elect Friedrich (Tom) von Oertzen  Approve Increase in NEDs' Fee Cap Remuneration Report Equity Grant (MD/CEO KEEPP Awards) Remuneration Report	Undetermined For	For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with LIDHR  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation Telstra Corp	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/31/2024 10/31/2024	AU000000CSL8 AU000000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SWL0 AU00000SUL0 AU00000WES1 AU00000WES1 AU00000WES1 AU00000WES1 AU00000WES1 AU00000WES1 AU00000WWCV2	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chestnutt Equity Grant (MD/CEO Vicki Brady - Restricted Shares) Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Walkins  Elect Kate Munnings  Elect Kate Munnings  Elect Friedrich (Tom) von Oertzen  Approve Increase in NEDs' Fee Cap Remuneration Report Equity Grant (MD/CEO KEEPP Awards) Remuneration Report Equity Grant (MD/CEO KEEPP Awards) Remuneration Report Re-elect Maxine Brenner	Undetermined For	For	chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with LIDHR  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB.
CSL Ltd. REA Group Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Reliance Worldwide Corporation Limited Super Retail Group Limited Telstra Corporation Wesfarmers Limited	10/29/2024 10/29/2024 10/9/2024 10/9/2024 10/9/2024 10/9/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/24/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024	AU000000CSL8 AU000000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000REA9 AU00000RWC7 AU00000RWC7 AU00000RWC7 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000SUL0 AU00000TLS2 AU00000WES1	Management	Approve Increase in NEDs' Fee Cap Re-elect Jennifer M. Lambert Re-elect Jennifer M. Lambert Re-elect Hamish McLennan  Equity Grant (MD/CEO Owen Wilson) REMUNERATION REPORT Equity Grant - MD/CEO Heath Sharp Renew Proportional Takeover Provisions Re-elect Darlene S. Knight REMUNERATION REPORT Re-elect Peter D. Everingham Equity Grant (MD/CEO Anthony Heraghty) Appointment of Auditor Renew Proportional Takeover Provisions Remuneration Report Elect Penelope (Penny) A. Winn Elect Colin G. Storrie Re-elect Roy H. Chesthutt Equity Grant (MD/CEO Vicki Brady - Performance Rights) REMUNERATION REPORT Appointment of Auditor Re-elect Alison M. Walkins  Elect Kate Munnings  Elect Kate Munnings  Elect Kate Munnings  Elect Friedrich (Tom) von Oertzen  Approve Increase in NEDs' Fee Cap Remuneration Report Equity Grant (MD/CEO KEEPP Awards) Remuneration Report	Undetermined For	For	chair when the company is no a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR  Vote against ESG committee of tier 3 company, if the company does not report to SASB.  Vote against ESG committee of tier 3 company does not report to SASB.  Vote against ESG committee of tier 3 company, if the company does not report to SASB. (The same should be supported to the same should be same should be supported to the same should be

Woolworths Group Limited	10/31/2024	AU000000WOW2	ShareHolder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Abstain	The shareholder proposal process is best facilitated through regulatory changes.
Woolworths Group Limited	10/31/2024	AU000000WOW2	ShareHolder	Shareholder Proposal Regarding Report on Impacts of Farmed Seafood	Against	For	
Woolworths Group Limited	10/31/2024	AU000000WOW2	ShareHolder	Shareholder Proposal Regarding Ceasing to Procure Farmed Salmon from Macquarie Harbour	Against	Against	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Board Size	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Gil Shwed	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Nadav Zafrir	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Tzipi Ozer-Armon	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Tal Shavit	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Jill D. Smith	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Jerry Ungerman	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Shai Weiss	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Yoav Chelouche	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Elect Dafna Gruber	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Compensation Terms of Incoming CEO	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Stock Option Grant of Executive Chair	For	For	
Check Point Software Technologies	10/31/2024	IL0010824113	Management	Lead Independent Director Fee	For	For	



Proxy Voting Summary Results 1 September - 30 September 2024

Bell
ASSET MANAGEMENT

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Accounts and Reports	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect James J. Warner	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Long-Term Incentive Plan	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Remuneration Policy	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect Sigridur Sigurdardottir	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Deferred Bonus Plan	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Remuneration Report	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect Jasvinder Gakhal	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Approval of the SAYE plan	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Final Dividend	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect Geeta Gopalan	For	For	
		GB00BVYVFW23	-		For	For	
Auto Trader Group Plc	9/19/2024		Management	Employee Incentive Plan			Vete engine the engine
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect Matthew Davies	For	Against	Vote against the company chair when the company is not a UNGC participant or signatory OR the Human Rights Policy does not align with LIDHR
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect Amanda James	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect Nathan Coe	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Appointment of Auditor	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect Jeni Mundy	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Authority to Set Auditor's Fees	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Authority to Repurchase Shares	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Elect Catherine Faiers	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Auto Trader Group Plc	9/19/2024	GB00BVYVFW23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	+
Diageo plc	9/26/2024	GB0002374006	Management	Elect Karen Blackett	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Appointment of Auditor	For	For	
	9/26/2024	GB0002374006	Management	Elect Valérie Chapoulaud-Floquet	For	For	
Diageo plc				·			
Diageo plc	9/26/2024	GB0002374006	Management	Authority to Set Auditor's Fees	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Accounts and Reports	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Elect Debra A. Crew	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Authorisation of Political Donations	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Remuneration Report	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Elect Javier Ferrán	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Final Dividend	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Elect Susan Kilsby	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Elect Julie Brown	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Elect Sir John A. Manzoni	For	For	
	9/26/2024	GB0002374006	Management	Authority to Repurchase Shares	For	For	
Diageo plc	9/26/2024				For	For	
Diageo plc		GB0002374006	Management	Elect Nik Jhangiani			
Diageo plc	9/26/2024	GB0002374006	Management	Elect Ireena Vittal	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Diageo plc	9/26/2024	GB0002374006	Management	Elect Melissa Bethell	For	For	
Houlihan Lokey Inc	9/18/2024	US4415931009	Management	Ratification of Auditor	For	For	
Houlihan Lokey Inc	9/18/2024	US4415931009	Management	Elect Scott J. Adelson	For	For	
Houlihan Lokey Inc	9/18/2024	US4415931009	Management	Elect Ekpedeme M. Bassey	For	For	
Houlihan Lokey Inc	9/18/2024	US4415931009	Management	Elect Robert A. Schriesheim	For	For	
Houlihan Lokey Inc	9/18/2024	US4415931009	Management	Elect P. Eric Siegert	For	Withhold	Vote against board chair at tiel 3 company, if the company does not have GHG targets.
Houlihan Lokey Inc	9/18/2024	US4415931009	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
Houlihan Lokey Inc	9/18/2024	US4415931009	Management	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year	
Nike, Inc.	9/10/2024	US6541061031	Management	Elect Cathleen A. Benko	For	For	
Nike, Inc.	9/10/2024	US6541061031	ShareHolder	Shareholder Proposal Regarding Report on Sustainability Targets and Strategy	Against	For	Disclosure concerning changes to or removal of targets could benefit
Nike, Inc.	9/10/2024	US6541061031	Management	Elect John W. Rogers, Jr.	For	Withhold	Multi-class share structure with unequal voting rights
Nike, Inc.	9/10/2024	US6541061031	ShareHolder	Shareholder Proposal Regarding Partnership Congruency With Fiduciary Duties	Against	Against	Anti-ESG proponent.
Nike, Inc.	9/10/2024	US6541061031	Management	Elect Robert Holmes Swan	For	For	
Nike, Inc.	9/10/2024	US6541061031	Management	Advisory Vote on Executive Compensation	For	For	
Nike, Inc.	9/10/2024	US6541061031	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Nike, Inc.	9/10/2024	US6541061031	ShareHolder	Shareholder Proposal Regarding Median Gender and Racial Pay Equity	Against	For	
Nike, Inc.	9/10/2024	US6541061031	ShareHolder	Report  Shareholder Proposal Regarding Median Gender and Radial Pay Equity Report  Shareholder Proposal Regarding Report on Supply Chain Management	Against	For	In best interests of
	9/10/2024	US6541061031	ShareHolder	Shareholder Proposal Regarding Worker-Driven Social Responsibility	Against		shareholders.
Nike, Inc.						For	Favor improved labor



# Proxy Voting Summary Results 1 August - 31 August 2024

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Accounts and Reports	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Re-elect Persio Lisboa	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Approve Equity Incentive Plan 2001	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Equity Grant (CEO Aaron Erter - FY2025 ROCE RSUs)	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Equity Grant (NED John Pfeifer)	Undetermined	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Remuneration Report	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Re-elect Suzanne Rowland	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Approve Long-Term Incentive Plan 2006	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Equity Grant (CEO Aaron Erter - FY2025 TSR RSUs)	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Elect John Pfeifer	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Authorise Board to Set Auditor's Fees	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Equity Grant (MD/CEO Lewis Gradon - PSRs)	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Equity Grant (MD/CEO Lewis Gradon - Options)	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Re-elect Michael Daniell	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Elect Graham McLean	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Authorise Board to Set Auditor's Fees	For	For	
Ryman Healthcare	8/1/2024	NZRYME0001S4	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Ryman Healthcare	8/1/2024	NZRYME0001S4	Management	Elect Kate Munnings	For	For	
Ryman Healthcare	8/1/2024	NZRYME0001S4	Management	Elect David Pitman	For	For	



# Proxy Voting Summary Results 1 August - 31 August 2024

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Accounts and Reports	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Re-elect Persio Lisboa	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Approve Equity Incentive Plan 2001	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Equity Grant (CEO Aaron Erter - FY2025 ROCE RSUs)	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Equity Grant (NED John Pfeifer)	Undetermined	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Remuneration Report	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Re-elect Suzanne Rowland	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Approve Long-Term Incentive Plan 2006	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Equity Grant (CEO Aaron Erter - FY2025 TSR RSUs)	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Elect John Pfeifer	For	For	
James Hardie Industries plc	8/8/2024	AU000000JHX1	Management	Authorise Board to Set Auditor's Fees	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Equity Grant (MD/CEO Lewis Gradon - PSRs)	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Equity Grant (MD/CEO Lewis Gradon - Options)	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Re-elect Michael Daniell	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Elect Graham McLean	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/28/2024	NZFAPE0001S2	Management	Authorise Board to Set Auditor's Fees	For	For	
Ryman Healthcare	8/1/2024	NZRYME0001S4	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Ryman Healthcare	8/1/2024	NZRYME0001S4	Management	Elect Kate Munnings	For	For	
Ryman Healthcare	8/1/2024	NZRYME0001S4	Management	Elect David Pitman	For	For	