

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Marie Josée Lamothe	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Monique F. Leroux	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Eric Boyko	For	Withhold	Affiliate/Insider on audit committee; Board is not sufficiently independent
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Alex Miller	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Marie-Eve D'Amours	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Réal Plourde	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	ShareHolder	Shareholder Proposal Regarding Disclosure of Employee Language Fluency	Against	Against	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Janice L. Fields	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Louis Têtu	For	Withhold	The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company boards.
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	ShareHolder	Shareholder Proposal Regarding Disclosure of Executives' Language Fluency	Against	Against	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Eric Fortin	For	Withhold	Board is not sufficiently independent
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Advisory Vote on Executive Compensation	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	ShareHolder	Shareholder Proposal Regarding Say on Climate	Against	Against	This is a Say-On-Climate Proposal.
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Alain Bouchard	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Richard Fortin	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	ShareHolder	Shareholder Proposal Regarding Waste Reduction Policy	Against	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	ShareHolder	Shareholder Proposal Regarding In-Person Shareholder Meetings	Against	Against	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Louis Vachon	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Stephen J. Harper	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	ShareHolder	Shareholder Proposal Regarding Disclosure of Emissions Reduction Strategy	Against	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Jean Bernier	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Mélanie Kau	For	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Karinne Bouchard	For	Withhold	Board is not sufficiently independent
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Compensation Policy	For	For	
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Elect Tzipi Ozer-Armon	For	For	
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Amendment to the Employee Stock Purchase Plan	For	For	
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Elect Tal Shavit Shenhav	For	For	
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Elect Jill D. Smith	For	For	
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Elect Jerry Ungerman	For	For	
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Elect Gil Shwed	For	For	
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Elect Nadav Zafir	For	For	
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Compensation Terms of CEO	For	Against	Poor overall compensation disclosure
Check Point Software Technologies	9/3/2025	IL0010824113	Management	Stock Option Grant of Executive Chair	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Accounts and Reports	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect Geeta Gopalan	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Remuneration Report	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect Amanda James	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Final Dividend	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect Megan L. Quinn	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Authority to Repurchase Shares	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect Matthew Davies	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect Adam Jay	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect Nathan Coe	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Appointment of Auditor	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect Catherine Faiers	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Authority to Set Auditor's Fees	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect James J. Warner	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Elect Jasvinder Gakhai	For	For	
Auto Trader Group Plc	9/18/2025	GB00BVYVFW23	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Houlihan Lokey Inc	9/17/2025	US4415931009	Management	Elect Scott L. Beiser	For	Withhold	The nominee serves as Chair of the board at a tier 3 company which does not have GHG targets.
Houlihan Lokey Inc	9/17/2025	US4415931009	Management	Elect Todd J. Carter	For	For	
Houlihan Lokey Inc	9/17/2025	US4415931009	Management	Elect Paul A. Zuber	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 serves on the nominating and/or governance committee 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 of directors.
Houlihan Lokey Inc	9/17/2025	US4415931009	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.
Houlihan Lokey Inc	9/17/2025	US4415931009	Management	Ratification of Auditor	For	For	

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Fisher & Paykel Healthcare Corporation Limited	8/21/2025	NZFAPE0001S2	Management	Re-elect Neville J. Mitchell	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/21/2025	NZFAPE0001S2	Management	Re-elect Miriam (Cather) Simpson	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/21/2025	NZFAPE0001S2	Management	Authorise Board to Set Auditor's Fees	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/21/2025	NZFAPE0001S2	Management	Re-elect Lewis G. Gradon	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/21/2025	NZFAPE0001S2	Management	Re-elect Lisa M. McIntyre	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/21/2025	NZFAPE0001S2	Management	Elect Mark Cross	For	For	
Fisher & Paykel Healthcare Corporation Limited	8/21/2025	NZFAPE0001S2	Management	Equity Grant (MD/CEO Lewis Gradon - PSRs and Options)	For	For	

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Macquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Re-elect Michelle Hinchliffe	For	For	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Macquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Remuneration Report	For	Against	Disclosure concerns; Questionable incentive outcomes
Macquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Equity Grant (MD/CEO Shemara Wikramanayake)	For	Against	Disclosure concerns; Questionable incentive outcomes
Macquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Re-elect Jillian Broadbent	For	For	
Macquarie Group Ltd	7/24/2025	AU000000MQG1	ShareHolder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Abstain	The shareholder proposal process is best facilitated through regulatory changes.
Macquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Re-elect Philip Coffey	For	For	
Macquarie 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.
Icon Plc	7/22/2025	IE0005711209	Management	Elect Rónán Murphy	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Elect Anne C. Whitaker	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Elect John Climax	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Accounts and Reports	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Authority to Repurchase Shares	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Elect Eugene McCague	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Authorize Price Range for the Reissuance of Treasury Shares	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Elect Julie O'Neill	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Elect Linda S. Grais	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Elect Claran Murray	For	For	
Icon Plc	7/22/2025	IE0005711209	Management	Elect Steve Cutler	For	For	
Mainfreight	7/30/2025	NZMFTE0001S9	Management	Re-elect Don Braid	For	For	
Mainfreight	7/30/2025	NZMFTE0001S9	Management	Re-elect Simon Cotter	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Mainfreight	7/30/2025	NZMFTE0001S9	Management	Re-elect Kate Parsons	For	For	
Mainfreight	7/30/2025	NZMFTE0001S9	Management	Authorise Board to Set Auditor's Fees	For	For	
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect D. Scott Barbour	For	For	
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Tanya D. Fratto	For	For	
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Anesa T. Chaibi	For	For	
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Kelly S. Gast	For	For	
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Michael B. Coleman	For	For	
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Mark Haney	For	For	
Advanced 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 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.
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Luther C. Kissam IV	For	For	
Advanced 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 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.
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Elect Manuel J. Perez de la Mesa	For	For	
Advanced 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 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.
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Advanced Drainage Systems Inc	7/17/2025	US00790R1041	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.

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	Management	Elect Domitille Doat-Le Bigot	For	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	2024 Remuneration of Philippe Berterotière, Former Chair and CEO (Until June, 12, 2024)	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2024 Remuneration of Philippe Berterotière, 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	
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	
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	
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. Ahmadian	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Atsushi Murakami	For	For	
Hoya Corporation	6/26/2025	JP3837800006	Management	Elect Hiroaki Yoshihara	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 Yasuyuki Abe	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	For	
Hoya Corporation	6/26/2025	JP3837800006	Management	Elect Mika Nishimura	For	For	
Hoya Corporation	6/26/2025	JP3837800006	Management	Elect Mototsugu Sato	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 Eiichiro Ikeda	For	For	
Hoya Corporation	6/26/2025	JP3837800006	Management	Elect Ryo Hirooka	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Allocation of Profits/Dividends	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Masahiro Noda	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Shoichi Tachibana	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Takao Fujimoto	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Takeshi Okada	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Yuta Hanada	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Yasumasa Gomi	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Takashi Ejiri	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Mime Egami	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Masatsugu Kanoutani	For	For	
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Takeo Tanaka	For	Against	Statutory auditor board is not sufficiently independent; Professional Services Relationship
Obic Co. Ltd.	6/26/2025	JP3173400007	Management	Elect Shigetsugu Yamada	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Eriikka Söderström	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect David Vegara Figueras	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Appointment of Auditor	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Authorisation of Legal Formalities	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Accounts and Reports	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Report on Non-Financial Information	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Remuneration Report	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Allocation of Profits/Dividends	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Ratification of Board Acts	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Board Size	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Leo Puri	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect William L. Connelly	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Luis Maroto Camino	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Pilar Garcia Ceballos-Zúñiga	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Stephan Gemkow	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Peter Kürpick	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Xiaoqun Clever-Steg	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Amanda Mesler	For	For	
Amadeus IT Group S.A.	6/3/2025	ES0109067019	Management	Elect Jana Eggers	For	For	
Taiwan Semiconductor Manufacturing	6/3/2025	TW0002330008	Management	2024 Business Report and Financial Statements	for	For	
Taiwan Semiconductor Manufacturing	6/3/2025	TW0002330008	Management	Amendments to Articles	for	For	

Aon Global Ltd							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 Lester B. Knight	For	Against	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Gregory C. Case	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect José Antonio Álvarez Álvarez	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect CAI Jinyong	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Jeffrey C. Campbell	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Cheryl A. Francis	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 Santana	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 excessive.
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	
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	Management	Elect Sundar Pichai	For	For	
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect John L. Hennessy	For	Against	The nominee serves on the 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	
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	
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 excessive.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Right to Act by Written Consent	Against	For	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 Executive Compensation	Against	Against	
Alphabet Inc	6/6/2025	US02079K3059	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.
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 shareholders.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas	Against	Against	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding GenAI 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 AI 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 AI-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 Influence Activities with Child Safety Commitments	Against	Against	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Report and Targets on Child Safety Impacts	Against	Against	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Glenn D. Fogel	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Miriam 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	6/3/2025	US09857L1089	Management	Elect Lynn M. Vojvodich Radakovich	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Vanessa A. Wittman	For	For	
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 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	
Caterpillar Inc.	6/11/2025	US1491231015	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Caterpillar Inc.	6/11/2025	US1491231015	Management	Advisory Vote on Executive Compensation	For	For	
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 Charitable Match Program	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Caterpillar Inc.	6/11/2025	US1491231015	ShareHolder	Shareholder Proposal Regarding Abolishing DEI Policies, Department, and Goals	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect Joseph E. Creed	For	For	
Caterpillar Inc.	6/11/2025	US1491231015	Management	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.	6/11/2025	US1491231015	Management	Elect Judith F. Marks	For	For	
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect Debra L. Reed-Klages	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 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	US21874C1027	Management	Elect Mark R. Witkowski	For	For	
Core & Main Inc	6/24/2025	US21874C1027	Management	Ratification of Auditor	For	For	
Lululemon Athletica inc.	6/11/2025	US5500211090	Management	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 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.	6/11/2025	US5500211090	Management	Elect Jonathan McNeill	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Merit E. Janow	For	Against	The company is not a UNGC 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	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Michael Miebach	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	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	6/24/2025	US57636Q1040	Management	Elect Harit Talwar	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Elect Lance Uggla	For	For	
Mastercard Incorporated	6/24/2025	US57636Q1040	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 excessive.
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	For	Against	Not in shareholders' best 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 Miscellaneous Changes	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 Dopfner	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Reed Hastings	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Netflix Inc.	6/5/2025	US64110L1061	Management				
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Jay C. Hoag	For	Against	Less than 75% Attendance
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Leslie J. Kilgore	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Strive T. Masiyiwa	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Ann Mather	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Greg Peters	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Susan Rice	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Theodore A. Sarandos	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Bradford L. Smith	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Elect Anne M. Sweeney	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Ratification of Auditor	For	For	
Netflix Inc.	6/5/2025	US64110L1061	Management	Advisory Vote on Executive Compensation	For	For	
Netflix Inc.	6/5/2025	US64110L1061	ShareHolder	Shareholder Proposal Regarding Climate Transition Plan	Against	Against	
Netflix Inc.	6/5/2025	US64110L1061	ShareHolder	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	A 15% threshold for calling a special meeting is appropriate
Netflix Inc.	6/5/2025	US64110L1061	ShareHolder	Shareholder Proposal Regarding Amending Code of Ethics	Against	Against	
Netflix Inc.	6/5/2025	US64110L1061	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	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.
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Robert K. Burgess	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Tench Cox	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect John O. Dabiri	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Persis S. Drell	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Jen-Hsun Huang	For	For	

NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Dawn Hudson	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Harvey C. Jones	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Melissa B. Lora	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Stephen C. Neal	For	Against	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Ellen Ochoa	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect A. Brooke Seawell	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Aarti Shah	For	Against	Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Mark A. Stevens	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Advisory Vote on Executive Compensation	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
NVIDIA Corp	6/25/2025	US67066G1040	Management	Elimination of Supermajority Requirement	For	For	
NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against	Against	
NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns
NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder	Shareholder Proposal Regarding Workforce Data	Against	For	Requested reporting provide shareholders with standardized and comparable information concerning a company's workforce diversity
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
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Charles Baker	For	For	
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Timothy P. Flynn	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.
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Paul R. Garcia	For	For	
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Kristen Gil	For	For	
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Stephen J. Hemsley	For	For	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Michele J. Hooper	For	For	
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.
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Valerie C. Montgomery Rice	For	For	
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect John H. Noseworthy	For	Against	Vote against the chair of the 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 directors.
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Andrew Witty	For	Abstain	
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Advisory Vote on Executive Compensation	For	For	
Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
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 SASR
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 SASR
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 GHG targets.
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 directors.
Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Matthew J. Wallach	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.
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	
Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Mark Carges	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	

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	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	
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	
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 excessive.
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Advisory Vote on Executive Compensation	For	For	
Canadian National Railway Co.	5/2/2025	CA1363751027	Management	Advisory Vote on Climate Action Plan	For	For	
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Accounts and Reports	For	For	
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Allocation of Profits/Dividends	For	For	
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Elect LI Dong Sheng	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.
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 of 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 disclosed
Tencent Holdings Ltd.	5/14/2025	KYG875721634	Management	Authority to Repurchase Shares	For	For	
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	
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 of 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	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Elect Stephen WONG Tsi Chuen	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Directors' Fees	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Techtronic Industries Co. Ltd.	5/9/2025	HK0669013440	Management	Authority to Repurchase Shares	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 mmt
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	
Euronext N.V.	5/15/2025	NL0006294274	Management	Elect Piero Novelli	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Elect Olivier Sichel	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Elect Francesca Scaglia	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Elect Delphine d'Amazit	For	For	

Euronext N.V.	5/15/2025	NL0006294274	Management	Elect René van Vlierken	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.	5/15/2025	NL0006294274	Management	Cancellation of Shares	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management	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	
Partners Group Holding	5/21/2025	CH0024608827	Management	Elect Gaëlle Olivier as Nominating and Compensation Committee Member	For	Unvoted	
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	5/21/2025	CH0024608827	Management	Transaction of Other Business	Undetermined	Unvoted	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Jeffrey P. Bezos	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Andrew R. Jassy	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Keith B. Alexander	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Edith W. Cooper	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Jamie S. Gorelick	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Daniel P. Huttenlocher	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Andrew Y. Ng	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Indra K. Nooyi	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Jonathan J. Rubinstein	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Brad D. Smith	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Patricia Q. Stonesifer	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Wendell P. Weeks	For	For	
Amazon.com Inc.	5/21/2025	US0231351067	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Amazon.com Inc.	5/21/2025	US0231351067	Management	Advisory Vote on Executive Compensation	For	Against	
Amazon.com Inc.	5/21/2025	US0231351067	ShareHolder	Shareholder Proposal Regarding Separation of CEO and Chair Positions	Against	For	A non-executive chair is better able to oversee the executives of a company and set a pro-shareholder agenda
Amazon.com Inc.	5/21/2025	US0231351067	ShareHolder	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	Against	For	Supporting this proposal is in the best interests of shareholders.
Amazon.com Inc.	5/21/2025	US0231351067	ShareHolder	Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions	Against	Against	
Amazon.com Inc.	5/21/2025	US0231351067	ShareHolder	Shareholder Proposal Regarding Climate Commitments and AI Data Center	Against	Against	
Amazon.com Inc.	5/21/2025	US0231351067	ShareHolder	Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of AI	Against	Against	
Amazon.com Inc.	5/21/2025	US0231351067	ShareHolder	Shareholder Proposal Regarding Report on Plastic Packaging	Against	For	Supporting this proposal is in the best interests of shareholders.
Amazon.com Inc.	5/21/2025	US0231351067	ShareHolder	Shareholder Proposal Regarding Report on Working Conditions	Against	For	Additional, independent scrutiny on the Company's working conditions is warranted.
Amazon.com Inc.	5/21/2025	US0231351067	ShareHolder	Shareholder Proposal Regarding Report on Risk of AI Data Sourcing	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Wanda M. Austin	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Robert A. Bradway	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Michael V. Drake	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Brian J. Druker	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Robert A. Eckert	For	Against	This proposal is the target of a Vote No Campaign.
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Greg C. Garland	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Charles M. Holley, Jr.	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect S. Omar Ishrak	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Tyler Jacks	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Mary E. Klotman	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Ellen J. Kullman	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Elect Amy E. Miles	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Advisory Vote on Executive Compensation	For	For	
AMGEN Inc.	5/23/2025	US0311622098	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Arista Networks Inc	5/30/2025	US0404132054	Management	Elect Charles H. Giancarlo	For	Withhold	Serves on too many boards

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	Management	Elect Yvonne Wassenaar	For	For	
Arista Networks Inc	5/30/2025	US0404132054	Management	Advisory Vote on Executive Compensation	For	Against	Grants are excessive
Arista Networks Inc	5/30/2025	US0404132054	Management	Ratification of Auditor	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078	Management	Elect Michael L. Battles	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078	Management	Elect Eric W. Gerstenberg	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078	Management	Elect Andrea Robertson	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078	Management	Elect Lauren C. States	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078	Management	Elect Robert J. Willett	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078	Management	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 excessive.
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Ramona Sequeira	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Nicholas J. Valeriani	For	Against	The company is not a UNGC 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	Management	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 excessive.
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Amendment to the 2001 Employee Stock Purchase Plan for United States Employees	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Amendment to the 2001 Employee Stock Purchase Plan for International Employees	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Leslie C. Davis	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect David T. Feinberg	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Kieran T. Gallahue	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Leslie Stone Heisz	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Paul A. LaViolette	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Steven R. Loranger	For	For	
Fiserv, Inc.	5/14/2025	US3377381088	Management	Elect Frank J. Baignano	For	Withhold	
Fiserv, Inc.	5/14/2025	US3377381088	Management	Elect Stephanie E. Cohen	For	For	
Fiserv, Inc.	5/14/2025	US3377381088	Management	Elect Henrique de Castro	For	For	
Fiserv, Inc.	5/14/2025	US3377381088	Management	Elect Harry F. DiSimone	For	For	
Fiserv, Inc.	5/14/2025	US3377381088	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.
Fiserv, Inc.	5/14/2025	US3377381088	Management	Elect Ajei 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	Management	Elect Michael P. Lyons	For	For	
Fiserv, Inc.	5/14/2025	US3377381088	Management	Elect Wafaa Mamili	For	For	
Fiserv, Inc.	5/14/2025	US3377381088	Management	Elect Doyle R. Simons	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	Management	Elect Charlotte B. Yarkoni	For	For	
Fiserv, Inc.	5/14/2025	US3377381088	Management	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 excessive.
Fiserv, Inc.	5/14/2025	US3377381088	ShareHolder	Shareholder Proposal Regarding Amendment to Clawback Policy	Against	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect Peter E. Bisson	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect Richard J. Bressler	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect Raul E. Cesan	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect Karen E. Dykstra	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect Diana S. Ferguson	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect Anne Sutherland Fuchs	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	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	Management	Elect Eugene A. Hall	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect Stephen G. Pagliuca	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Elect Eileen M. Serra	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Advisory Vote on Executive Compensation	For	For	
Gartner, Inc.	5/29/2025	US3666512062	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
GQG Partners Inc.	5/22/2025	AU0000180499	Management	Elect Bryan Weeks	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Gerard J. Arpey	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Ari Bousbib	For	For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Jeffery H. Boyd	For	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	
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 shareholders
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Elect Raul Alvarez	For	For	
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Elect Mary Lynne Hedley	For	For	
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Elect Kimberly H. Johnson	For	For	
Lilly(Eli) & Co	5/5/2025	US5324571083	Management	Elect Juan R. Luciano	For	Against	This proposal is the target of a 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 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 Vote No Campaign.
Marsh & McLennan Cos., Inc.	5/15/2025	US5717481023	Management	Elect Jan Siegmund	For	For	
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 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 AI 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 .

Meta Platforms Inc	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 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 John Arnold	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Patrick Collison	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect John Elkann	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	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Dina Powell McCormick	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Charles Songhurst	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Hock E. Tan	For	Withhold	Affiliate/Insider on audit committee
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Tracey T. Travis	For	Withhold	Other governance issue
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Dana White	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Tony Xu	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 Mark Zuckerberg	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Ratification of Auditor	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Approval of the 2025 Equity Incentive Plan	For	Against	Contains Evergreen Provisions
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Advisory Vote on Executive Compensation	For	For	
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Frequency of Advisory Vote on Executive Compensation	3 Years	1 Year	An annual advisory vote on executive compensation is in the best interests of shareholders.
Meta Platforms Inc	5/28/2025	US30303M1027	ShareHolder	Shareholder Proposal Regarding Recapitalization	Against	For	Allowing one vote per share generally operates as a safeguard for common shareholders.
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Elect Roland Diggelmann	For	For	
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Elect Domitille Doat-Le Bigot	For	For	
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Elect Elisha W. Finney	For	For	
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Elect Michael A. Kelly	For	For	
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Elect Thomas P. Salice	For	For	
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Elect Brian Shepherd	For	For	
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Elect Wolfgang Wienand	For	For	
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Elect Ingrid Zhang	For	For	
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Mettler-Toledo International, Inc.	5/1/2025	US5926881054	Management	Advisory Vote on Executive Compensation	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Segun Agbaje	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Jennifer Bailey	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Cesar Conde	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Ian M. Cook	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Edith W. Cooper	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Susan M. Diamond	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Dina Dublon	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Michelle D. Gass	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Ramon L. Laguarda	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Dave J. Lewis	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect David C. Page	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Robert C. Pohlad	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Daniel Luzius Vasella	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Darren Walker	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Elect Alberto Weisser	For	For	
PepsiCo Inc	5/7/2025	US7134481081	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
PepsiCo Inc	5/7/2025	US7134481081	Management	Advisory Vote on Executive Compensation	For	For	
PepsiCo Inc	5/7/2025	US7134481081	ShareHolder	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	Against	For	Supporting this proposal is in the best interests of shareholders.
PepsiCo Inc	5/7/2025	US7134481081	ShareHolder	Shareholder Proposal Regarding Racial Equity Audit	Against	For	
PepsiCo Inc	5/7/2025	US7134481081	ShareHolder	Shareholder Proposal Regarding Report on Biodiversity Loss	Against	For	Supporting this proposal is in the best interests of shareholders.
PepsiCo Inc	5/7/2025	US7134481081	ShareHolder	Shareholder Proposal Regarding Report on Flexible Plastic Packaging	Against	For	Supporting this proposal is in the best interests of shareholders.
S&P Global Inc	5/7/2025	US78409V1044	Management	Elect Marco Alverà	For	For	
S&P Global Inc	5/7/2025	US78409V1044	Management	Elect Martina Cheung	For	For	
S&P Global Inc	5/7/2025	US78409V1044	Management	Elect Jacques Esculier	For	For	

S&P Global Inc	5/7/2025	US78409V1044	Management	Elect William D. Green	For	For	
S&P Global Inc	5/7/2025	US78409V1044	Management	Elect Stephanie C. Hill	For	For	
S&P Global Inc	5/7/2025	US78409V1044	Management	Elect Rebecca Jacoby	For	For	
S&P Global Inc	5/7/2025	US78409V1044	Management	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 fully disclosed
S&P Global Inc	5/7/2025	US78409V1044	Management	Elect Gregory Washington	For	For	
S&P Global Inc	5/7/2025	US78409V1044	Management	Advisory Vote on Executive Compensation	For	For	
S&P Global Inc	5/7/2025	US78409V1044	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
S&P Global Inc	5/7/2025	US78409V1044	ShareHolder	Shareholder Proposal Regarding Amendment to Clawback Policy	Against	For	
Service Corp. International	5/6/2025	US8175651046	Management	Elect Alan R. Buckwalter, III	For	For	
Service Corp. International	5/6/2025	US8175651046	Management	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	5/6/2025	US8175651046	Management	Elect Jakki L. Haussler	For	For	
Service Corp. International	5/6/2025	US8175651046	Management	Elect John B. (Thad) Hill, III	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	Management	Elect Ellen Ochoa	For	For	
Service Corp. International	5/6/2025	US8175651046	Management	Elect Thomas L. Ryan	For	For	
Service Corp. International	5/6/2025	US8175651046	Management	Elect C. Park Shaper	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	Management	Elect Sara Martinez Tucker	For	For	
Service Corp. International	5/6/2025	US8175651046	Management	Elect Marcus A. Watts	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	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	Against	The compensation plan has no ties between compensation and sustainability.
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Marc N. Casper	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Nelson J. Chai	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Ruby R. Chandy	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect C. Martin Harris	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Tyler Jacks	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Jennifer M. Johnson	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect R. Alexandra Keith	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Karen S. Lynch	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect James C. Mullen	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Debora L. Spar	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Scott M. Sperling	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Elect Dion J. Weisler	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	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 excessive.
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	ShareHolder	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	Against	Against	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Harry A. Lawton III	For	For	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Tractor Supply Co.	5/15/2025	US8923561067	Management	Advisory Vote on Executive Compensation	For	For	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	Amendment is not in best interests of shareholders
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Joy Brown	For	For	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Ricardo Cardenas	For	For	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Meg Ham	For	For	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect André J. Hawaux	For	For	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Denise L. Jackson	For	Against	Adopted forum selection clause in past year w/o shareholder approval
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Ramkumar Krishnan	For	For	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Edna K. Morris	For	Against	
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Mark J. Weikel	For	For	
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	Management	Elect Revathi Advaiti	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Elect Turji Alnowaiser	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Elect Ursula M. Burns	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	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	Management	Elect Amanda Ginsberg	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Elect Dara Khosrowshahi	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Elect John A. Thain	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Elect David Trujillo	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	Management	Elect Alexander R. Wynaendts	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Advisory Vote on Executive Compensation	For	For	
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Ratification of Auditor	For	For	
Verra Mobility Corp	5/20/2025	US3828671095	Management	Elect Douglas L. Davis	For	Withhold	The nominee serves on the ESG committee and the company does not report to SASR
Verra Mobility Corp	5/20/2025	US3828671095	Management	Elect Cynthia A. Russo	For	For	

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	
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	

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	Ratification of Management Acts	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	Management	2024 Remuneration Report	For	Against	Insufficient response to 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 design
Hermes International	4/30/2025	FR0000052292	Management	2024 Remuneration of Émile Hermès SAS, General Managing Partner	For	Against	Insufficient response to shareholder dissent; Increase is excessive; Poor overall design
Hermes International	4/30/2025	FR0000052292	Management	2024 Remuneration of Éric de Seynes, Supervisory Board Chair	For	For	
Hermes International	4/30/2025	FR0000052292	Management	2025 Remuneration Policy (Executive Chair and General Managing Partner)	For	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	Elect Julie Guerrand	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Elect Cécile Béliot-Zind	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Elect Jean-Laurent Bonnafé	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Elect Bernard Émié	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 recommended threshold
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 (Qualified Investors)	For	Against	Potential dilution exceeds recommended threshold
Hermes International	4/30/2025	FR0000052292	Management	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	For	Against	Not in shareholders' best interests
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	Not in shareholders' best 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	4/29/2025	FR0000120321	Management	Elect Aurélie Jean	For	For	
L'Oreal	4/29/2025	FR0000120321	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	2025 Directors' Fees	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	
L'Oreal	4/29/2025	FR0000120321	Management	Authority to Repurchase and Reissue Shares	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	Authority to Increase Capital Through Capitalisations	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	4/29/2025	FR0000120321	Management	Amendments Regarding Written Consultations	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Amendments Regarding Broadcasting of Shareholder Meetings	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 Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Accounts and Reports	For	For	
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Consolidated Accounts and Reports	For	For	
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Allocation of Profits/Dividends	For	For	
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Special Auditors Report on Regulated Agreements	For	Against	Insufficient response to shareholder dissent; Poor disclosure
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Ratification of Co-Option of Wei Sun Christianson	For	For	
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Elect Bernard Arnault	For	For	
Lvmh Moët 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 SASR
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Elect Clara Gaymard	For	For	
Lvmh Moët 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 SASB.
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2024 Remuneration Report	For	Against	Insufficient response to shareholder dissent
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2024 Remuneration of Bernard Arnault, Chair and CEO	For	Against	Insufficient response to shareholder dissent; Poor overall design; Equity awards to major shareholder; Poor overall compensation disclosure
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2024 Remuneration of Antonio Belloni, Former Deputy CEO (until April 18, 2024)	For	Against	Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure
Lvmh Moët Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2025 Remuneration Policy (Board of Directors)	For	For	

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 awards to major shareholder; Poor disclosure; Poor overall design
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Repurchase and Reissue Shares	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Cancel Shares and Reduce Capital	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Increase Capital Through Capitalisations	For	For	
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	Potential dilution exceeds recommended threshold
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	For	Against	Potential dilution exceeds recommended threshold
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Greenshoe	For	Against	Potential dilution exceeds recommended threshold
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Increase Capital in Case of Exchange Offers	For	Against	Potential dilution exceeds recommended threshold
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Increase Capital in Consideration for Contributions In Kind	For	Against	Potential dilution exceeds recommended threshold
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Grant Stock Options	For	Against	Poor overall compensation disclosure
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Employee Stock Purchase Plan	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Stock Purchase Plan for Overseas Employees	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Global Ceiling on Capital Increases	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Amendments to Articles Regarding the Chair and CEO's Age Limits	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Amendments to Articles	For	For	
Hong Kong Exchanges and Clearing Ltd.	4/30/2025	HK0388045442	Management	Accounts and Reports	For	For	
Hong Kong Exchanges and Clearing Ltd.	4/30/2025	HK0388045442	Management	Elect Peter Wilhelm Hubert Brien	For	For	
Hong Kong Exchanges and Clearing Ltd.	4/30/2025	HK0388045442	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Hong Kong Exchanges and Clearing Ltd.	4/30/2025	HK0388045442	Management	Authority to Repurchase Shares	For	For	
Hong Kong Exchanges and Clearing Ltd.	4/30/2025	HK0388045442	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Hong Kong Exchanges and Clearing Ltd.	4/30/2025	HK0388045442	Management	Amendments to Articles	For	For	
Moncler SPA	4/16/2025	IT0004965148	Management	Accounts and Reports	For	For	
Moncler SPA	4/16/2025	IT0004965148	Management	Allocation of Dividends	For	For	
Moncler SPA	4/16/2025	IT0004965148	Management	Remuneration Policy	For	Against	Equity awards to major shareholder
Moncler SPA	4/16/2025	IT0004965148	Management	Remuneration Report	For	Against	Equity awards to major shareholder
Moncler SPA	4/16/2025	IT0004965148	Management	Authority to Repurchase and Reissue Shares	For	For	
Moncler SPA	4/16/2025	IT0004965148	Management	Board Size	For	For	
Moncler SPA	4/16/2025	IT0004965148	Management	Board Term Length	For	For	
Moncler SPA	4/16/2025	IT0004965148	Management	Authorisation of Competing Activities	For	Against	Potential conflict of interests
Moncler SPA	4/16/2025	IT0004965148	Management	List Presented by Double R S.r.l.	Undetermined	Abstain	
Moncler SPA	4/16/2025	IT0004965148	Management	List Presented by Group of Institutional Investors Representing 1.58% of Share Capital	Undetermined	For	
Moncler SPA	4/16/2025	IT0004965148	Management	Directors' Fees	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Remuneration Report	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Accounts and Reports	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Allocation of Dividends	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Ratification of Management Board Acts	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Ratification of Supervisory Board Acts	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Long Term Incentive Plan; Authority to Issue Shares	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Management Board Remuneration Policy	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Supervisory Board Remuneration Policy	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Elect Birgit Conix to the Supervisory Board	For	Against	The nominee serves on the ESG committee and the company does not report to SASB.
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 SASB.
ASML Holding NV	4/23/2025	NL0010273215	Management	Appointment of Auditor	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Appointment of Auditor for Sustainability Reporting	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Authority to Repurchase Shares	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	Cancellation of Shares	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Authority to Repurchase Shares	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Cancellation of Shares	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Appointment of Auditor for Sustainability Reporting	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Accounts and Reports	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Allocation of Dividends	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Ratification of Management Board Acts	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Ratification of Supervisory Board Acts	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Remuneration Report	For	Against	Discretionary awards
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Elect Elke Eckstein to the Supervisory Board	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Elect Laura Oliphant to the Supervisory Board	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Authority to Suppress Preemptive Rights	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Election of Presiding Chair	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Voting List	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Agenda	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Minutes	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Compliance with the Rules of Convocation	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Accounts and Reports	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Allocation of Profits/Dividends	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Ratification of Board and CEO Acts	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Board Size	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Directors' Fees	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Authority to Set Auditor's Fees	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Election of Directors	For	Against	Board is not sufficiently independent; No independent lead or presiding director; Committee size
Assa Abloy AB	4/23/2025	SE0007100581	Management	Appointment of Auditor	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Remuneration Report	For	Against	The compensation plan has no ties between compensation and sustainability.
Assa Abloy AB	4/23/2025	SE0007100581	Management	Authority to Repurchase and Reissue Shares	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management	Adoption of Share-Based Incentives (LTIP 2025)	For	Against	Short performance period; Poor compensation structure/performance conditions
Nestle SA	4/16/2025	CH0038863350	Management	Accounts and Reports	For	Unvoted	
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	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	Elect Pablo Isla Álvarez de Tejera	For	Unvoted	

Nestle SA	4/16/2025	CH0038863350	Management	Elect Renato Fassbind	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Hanne Jimenez de Mora	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	4/16/2025	CH0038863350	Management	Elect Luca Maestri	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Rainer M. Blair	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	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	4/16/2025	CH0038863350	Management	Appointment of Independent Proxy	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	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	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Frank van Zanten	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Richard Howes	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Stephan R. Nanninga	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Vin Murria	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Pamela J. Kirby	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Jacky Simmonds	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Daniela Barone Soares	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Julia Wilson	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Appointment of Auditor	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Authority to Set Auditor's Fees	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Remuneration Report	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Authority to Repurchase Shares	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Accounts and Reports	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Final Dividend	For	For	
Bunzl 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 Plc	4/24/2025	GB00B2B0DG97	Management	Elect Andrew J. Sukawaty	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Remuneration Report	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect Bianca Tetteroo	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Final Dividend	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect Suzanne H. Wood	For	For	
RELX Plc	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 Plc	4/24/2025	GB00B2B0DG97	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect Andy Halford	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect Paul A. Walker	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Authority to Repurchase Shares	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect Erik Engstrom	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect Nicholas Luff	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect Alistair Cox	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect June Felix	For	For	
RELX Plc	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	4/22/2025	US00724F1012	Management	Elect Laura B. Desmond	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Shantanu Narayen	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	4/22/2025	US00724F1012	Management	Elect Daniel Rosensweig	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Amendment to the 2019 Equity Incentive Plan	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Adobe Inc	4/22/2025	US00724F1012	Management	Advisory Vote on Executive Compensation	For	For	
Adobe Inc	4/22/2025	US00724F1012	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	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.	4/29/2025	US0258161092	Management	Elect Thomas J. Baltimore, Jr.	For	Against	Serves on too many boards
American Express Co.	4/29/2025	US0258161092	Management	Elect John J. Brennan	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
American Express Co.	4/29/2025	US0258161092	Management	Elect Theodore J. Leonis	For	Against	Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee

American Express Co.	4/29/2025	US0258161092	Management	Elect Deborah P. Majoras	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Karen L. Parkhill	For	For	
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.	4/29/2025	US0258161092	Management	Elect Christopher D. Young	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Diane M. Bryant	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Gayla J. Delly	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	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. Samuelli	For	Against	The nominee serves as Chair of the board of a tier 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	4/21/2025	US11135F1012	Management	Elect Harry L. You	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Ratification of Auditor	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Advisory Vote on Executive Compensation	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	4/30/2025	US1912161007	Management	Elect Carolyn N. Everson	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect Thomas S. Gayner	For	Against	Serves on too many boards
Coca-Cola Co	4/30/2025	US1912161007	Management	Elect Maria Elena Lagomasino	For	For	
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 excessive.
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	Against	For	Supporting this proposal is in the best interests of shareholders.
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Report on Food Waste	Against	Against	
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 Compensation Inducements	Against	Against	
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	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	4/24/2025	US40412C1018	Management	Elect William R. Frist	For	For	
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Hugh F. Johnston	For	Against	Serves on too many boards
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Michael W. Michelson	For	For	
HCA Healthcare Inc	4/24/2025	US40412C1018	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 excessive.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Advisory Vote on Executive Compensation	For	For	
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 interests of shareholders
HCA Healthcare Inc	4/24/2025	US40412C1018	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

HCA Healthcare Inc	4/24/2025	US40412C1018	ShareHolder	Shareholder Proposal Regarding Oversight of Staffing and Patient Safety	Against	For	Supporting this proposal is in 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
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Darius Adamczyk	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Mary C. Beckerle	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Jennifer A. Doudna	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Joaquin Duato	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Marilyn A. Hewson	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Paula A. Johnson	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Hubert Joly	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Mark B. McClellan	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Mark A. Weinberger	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Nadja Y. West	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Elect Eugene A. Woods	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Advisory Vote on Executive Compensation	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Johnson & Johnson	4/24/2025	US4781601046	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	
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	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 Thérèse Esperdy	For	For	
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Robert Fauber	For	For	
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Vincent A. Forlenza	For	Against	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.
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Lloyd W. Howell, Jr.	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 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 reporting.
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Zig Serafin	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 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.
Moody's Corp.	4/15/2025	US6153691059	Management	Ratification of Auditor	For	For	
Moody's Corp.	4/15/2025	US6153691059	Management	Advisory Vote on Executive Compensation	For	Against	Concerning pay practices
Moody's Corp.	4/15/2025	US6153691059	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Robert G. Ashe	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Henry A. Fernandez	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Robin L. Matlock	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Jacques P. Perold	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect C.D. Baer Pettit	For	For	

MSCI Inc	4/22/2025	US55354G1004	Management	Elect Sandy C. Rattray	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Linda H. Riefler	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Michelle R. Seltz	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Marcus L. Smith	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
MSCI Inc	4/22/2025	US55354G1004	Management				
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Rajat Taneja	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect Paula Volent	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Elect June Yang	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Advisory Vote on Executive Compensation	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Approval of the 2025 Omnibus Incentive Plan	For	For	
MSCI Inc	4/22/2025	US55354G1004	Management	Ratification of Auditor	For	For	
Pool Corporation	4/30/2025	US73278L1052	Management	Elect Peter D. Arvan	For	For	
Pool Corporation	4/30/2025	US73278L1052	Management	Elect Maritha S. Gervasi	For	For	
Pool Corporation	4/30/2025	US73278L1052	Management	Elect James D. Hope	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.
Pool Corporation	4/30/2025	US73278L1052	Management				
Pool Corporation	4/30/2025	US73278L1052	Management	Elect Kevin Murphy	For	For	
Pool Corporation	4/30/2025	US73278L1052	Management	Elect Debra S. Oler	For	For	
Pool Corporation	4/30/2025	US73278L1052	Management	Elect Manuel J. Perez de la Mesa	For	For	
Pool Corporation	4/30/2025	US73278L1052	Management	Elect Carlos A. Sabater	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.
Pool Corporation	4/30/2025	US73278L1052	Management				
Pool Corporation	4/30/2025	US73278L1052	Management	Elect John E. Stokely	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Pool Corporation	4/30/2025	US73278L1052	Management	Elect David G. Whalen	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.; Vote against the chair of the 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 directors.
Pool Corporation	4/30/2025	US73278L1052	Management				
Pool Corporation	4/30/2025	US73278L1052	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Pool Corporation	4/30/2025	US73278L1052	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Kathy L. Fortmann	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Melanie L. Healey	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Gary R. Heminger	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Timothy M. Knavish	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Michael W. Lamach	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Kathleen A. Ligocki	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Michael T. Nally	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Guillermo Novo	For	Against	Affiliate/Insider on compensation committee
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Christopher N. Roberts III	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Catherine R. Smith	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
PPG Industries, Inc.	4/17/2025	US6935061076	Management				
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Advisory Vote on Executive Compensation	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	Management	Ratification of Auditor	For	For	
PPG Industries, Inc.	4/17/2025	US6935061076	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	
Synopsys, Inc.	4/10/2025	US8716071076	Management	Elect Aart J. de Geus	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Synopsys, Inc.	4/10/2025	US8716071076	Management				
Synopsys, Inc.	4/10/2025	US8716071076	Management	Elect John G. Schwarz	For	For	
Synopsys, Inc.	4/10/2025	US8716071076	Management	Elect Sassine Ghazi	For	For	
Synopsys, Inc.	4/10/2025	US8716071076	Management	Elect Luis A. Borgen	For	For	
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.; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
Synopsys, Inc.	4/10/2025	US8716071076	Management				
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	
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				
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				
Synopsys, Inc.	4/10/2025	US8716071076	Management	Amendment to the 2006 Employee Equity Incentive Plan	For	For	
Synopsys, Inc.	4/10/2025	US8716071076	Management	Amendment to the Employee Stock Purchase Plan	For	For	

Synopsys, Inc.	4/10/2025	US8716071076	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.
Synopsys, Inc.	4/10/2025	US8716071076	Management	Ratification of Auditor	For	Against	The auditor's tenure is excessive.
Synopsys, Inc.	4/10/2025	US8716071076	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

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 shareholder dissent
DSV AS	3/20/2025	DK0060079531	Management	Remuneration Policy	For	For	Poor overall design; Short 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	
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 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 Employees	Against	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Henrik Poulsen as Vice Chair	For	For	
Moncler SPA	3/20/2025	IT0004965148	Management	Amendments to Articles	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 Ilaya	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Hiroshi Miura	For	For	The nominee is an executive of a public company and sits on more than two public company boards or the nominee is not an executive of a public company and sits on more than five public company 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 Omella 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.	3/6/2025	US03073E1055	Management	Elect Franklin K. Cytburn, Jr.	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Steven H. Collis	For	Against	The nominee serves as Chair of the board of a tier 1 or 2 company which does not have net zero targets.
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect D. Mark Durcan	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Lon R. Greenberg	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.
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	
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 committee and there is insufficient female representation on the board of directors.; The nominee serves on the nominating and/or governance committee 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 of directors.

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.

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	
Technology One	2/19/2025	AU000000TNE8	Management	Elect Paul Robson	For	For	
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	
Accenture plc	2/6/2025	IE00B4BNMY34	Management	Elect Masahiko Uotani	For	For	
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 Shares	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	
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	
Apple Inc	2/25/2025	US0378331005	Management	Advisory Vote on Executive Compensation	For	For	
Apple Inc	2/25/2025	US0378331005	ShareHolder	Shareholder Proposal Regarding Report on Risks of AI 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	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	

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 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	Against	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	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Elders Limited	12/19/2024	AU000000ELD6	Management	REMUNERATION REPORT	For	Against	Shareholder responsiveness concerns; Disclosure concerns
Elders Limited	12/19/2024	AU000000ELD6	Management	Elect Damien Frawley	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Elect Glenn S. Davis	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Re-elect Robyn Clubb	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	Approve Financial Assistance (Riverland Lending Services Pty Ltd)	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Approve Financial Assistance (Robian Holdings Pty Ltd)	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 shareholders.
National Australia Bank Limited	12/18/2024	AU000000NAB4	Management	Elect Warwick Hunt	For	For	
National Australia Bank Limited	12/18/2024	AU000000NAB4	Management	REMUNERATION REPORT	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	Equity Grant (MD/CEO Performance Rights)	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	Directors' Fees	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Lars Seren Rasmussen	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Niels Peter Louis-Hansen	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Annette Brùls	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Carsten Hellmann	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Jette Nygaard-Andersen	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Marianne Wiinholt	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Appointment of Auditor	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Accounts and Reports	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Authorization of Legal Formalities	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Allocation of Profits/Dividends	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Remuneration Report	For	Against	Share price hurdle
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect Wesley G. Bush	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect Michael D. Capellas	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect Mark S. Garrett	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect John D. Harris II	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect Kristina M. Johnson	For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Elect Sarah Rae Murphy	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	Elect Lee M. Shavel	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management	Elect Elisha Wiesel	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management	Ratification of Auditor	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management	Advisory Vote on Executive Compensation	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	ShareHolder	Shareholder Proposal Regarding Right to Call Special Meeting	Against	For	A 15% threshold for calling a special meeting is appropriate
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect John W. Stanton	for	For	
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Reid G. Hoffman	for	For	
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Emma N. Walmsley	for	For	
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Hugh F. Johnston	for	Against	Serves on too many boards
Microsoft Corporation	12/10/2024	US5949181045	Management	Advisory Vote on Executive Compensation	for	For	
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Teri L. List	for	For	
Microsoft Corporation	12/10/2024	US5949181045	Management	Ratification of Auditor	for	Against	The auditor's tenure is excessive.
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Catherine MacGregor	for	For	
Microsoft Corporation	12/10/2024	US5949181045	ShareHolder	Shareholder Proposal Regarding Risks of Developing Military Weapons	against	For	
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Mark Mason	for	For	
Microsoft Corporation	12/10/2024	US5949181045	ShareHolder	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Satya Nadella	for	For	
Microsoft Corporation	12/10/2024	US5949181045	ShareHolder	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	against	For	
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Sandra E. Peterson	for	For	
Microsoft Corporation	12/10/2024	US5949181045	ShareHolder	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	against	For	
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Penny S. Pritzker	for	For	
Microsoft Corporation	12/10/2024	US5949181045	ShareHolder	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	against	For	Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders.
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Carlos A. Rodriguez	for	For	
Microsoft Corporation	12/10/2024	US5949181045	ShareHolder	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	against	For	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Charles W. Scharf	for	For	
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Steven R. Beauchamp	For	Withhold	Vote against board chair at tier 3 company, if the company does not have GHG targets.
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Advisory Vote on Executive Compensation	For	Against	No tie between compensation and sustainability.
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Linda M. Breard	For	For	
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Virginia G. Breen	For	For	
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Craig A. Conway	For	For	
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Robin L. Pederson	For	For	
Paylocity Holding Corp	12/5/2024	US70438V1061	Management	Elect Andres D. Reiner	For	Withhold	There is insufficient female representation on the board of directors.

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 Plc	11/7/2024	AU000000AMC4	Management	Elect Graeme R. Liebelt	For	Against	Vote against the company
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Peter Konieczny	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Achal Agarwal	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Andrea E. Bertone	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Susan K. Carter	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Graham A. Chipchase	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Lucrèce J.L. Foufopoulos-De Ridder	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Nicholas T. Long	For	For	
Amcor Plc	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 Plc	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 Macquarie Harbour	Against	Against	
Coles Group Ltd	11/12/2024	AU0000030678	Management	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	11/12/2024	AU0000030678	Management	Renew Proportional Takeover Provisions	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	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	
IPH Limited	11/14/2024	AU000000IPH9	Management	Ratify Placement of Securities (B&P Consideration Shares)	For	For	
IPH Limited	11/14/2024	AU000000IPH9	Management	Equity Grant - STI (MD/CEO Andrew Blattman)	For	For	
IPH Limited	11/14/2024	AU000000IPH9	Management	Equity Grant - LTI (MD/CEO Andrew Blattman)	For	For	
IPH Limited	11/14/2024	AU000000IPH9	Management	Renew Proportional Takeover Provisions	For	For	
IPH Limited	11/14/2024	AU000000IPH9	Management	Remuneration Report	For	For	
IPH Limited	11/14/2024	AU000000IPH9	Management	Re-elect Peter H. Warne	For	Against	Vote against board chair at tier 3 company, if the company does not have GHG targets.
IPH Limited	11/14/2024	AU000000IPH9	Management	Ratify Placement of Securities (ROBIC Consideration Shares)	For	For	
IPH 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 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.
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	
Netwealth Group Limited	11/20/2024	AU000000NWL7	Management	Remuneration Report	For	For	
Netwealth Group Limited	11/20/2024	AU000000NWL7	Management	Re-elect Kate Temby	For	For	
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	
NIB 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 SASB.
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 SASB.
Seek Limited	11/19/2024	AU000000SEK6	Management	Re-elect Andrew R. Bassat	For	For	
Seek Limited	11/19/2024	AU000000SEK6	Management	Equity Grant - Equity Right (MD/CEO Ian Narev)	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 SASB.
Spark New Zealand Limited	11/1/2024	NZTELE0001S4	Management	Re-elect Warwick Bray	Undetermined	Against	Vote against ESG committee 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	
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.	11/6/2024	US0530151036	Management	Elect Maria Black	For	For	
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect David V. Goeckeler	For	For	
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	
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 with UDHR.
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Scott F. Powers	For	For	
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	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. Wijberg	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.	11/14/2024	US11133T1034	Management	Elect Melvin L. Flowers	For	For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Elect Timothy C. Gokey	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.	11/14/2024	US11133T1034	Management	Elect Amit K. Zavery	For	For	
Broadridge Financial Solutions, Inc.	11/14/2024	US11133T1034	Management	Advisory Vote on Executive Compensation	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	
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 disclosure rating.
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Ratification of Auditor	For	For	
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.	11/12/2024	US4262811015	Management	Elect Lisa M. Nelson	For	For	
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Advisory Vote on Executive Compensation	For	For	
Jack Henry & Associates, Inc.	11/12/2024	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.
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect Matthew C. Flanigan	For	For	
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect Thomas H. Wilson, Jr.	For	For	
Jack Henry & Associates, Inc.	11/12/2024	US4262811015	Management	Elect Thomas A. Wimsatt	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	
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.	11/14/2024	US68389X1054	Management	Elect Jeffrey S. Berg	For	For	
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Michael J. Boskin	For	For	
Oracle Corp.	11/14/2024	US68389X1054	Management	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 IJDHR
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Rona Fairhead	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 IJDHR
Resmed Inc.	11/20/2024	AU000000RMD6	Management	Elect Christopher DeOrefice	For	For	
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	AU000000RMD6	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	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
ARB Corporation	10/17/2024	AU000000ARB5	Management	Remuneration Report	For	For	
ARB Corporation	10/17/2024	AU000000ARB5	Management	Re-elect Roger G. Brown	For	Against	There is insufficient female representation on the board of directors.
ARB Corporation	10/17/2024	AU000000ARB5	Management	Re-elect Karen L. Phin	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Elect Donald R. Lindsay	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Elect Ross McEwan	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	Management	Re-elect Xiaiquan 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	Management	Re-elect Catherine Tanna	For	For	
BHP Group Limited	10/30/2024	AU000000BHP4	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	Management	Approval of 2024 Climate Transition Action Plan	For	For	This is a Say-On-Climate 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 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 of tier 3 company, if the company does not report to SASB.
Cochlear Ltd.	10/25/2024	AU000000COH5	Management	Elect Caroline Clarke	For	For	
Cochlear Ltd.	10/25/2024	AU000000COH5	Management	Equity Grant (MD/CEO & President Dig Howitt)	For	For	
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.	10/29/2024	AU000000CSL8	Management	Renew Proportional Takeover Provisions	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Approve Termination Benefits	For	For	
CSL Ltd.	10/29/2024	AU000000CSL8	Management	Approve Increase in NEDs' Fee Cap	Undetermined	For	
REA Group Limited	10/9/2024	AU000000REA9	Management	Re-elect Jennifer M. Lambert	For	For	
REA Group Limited	10/9/2024	AU000000REA9	Management	Re-elect Hamish McLennan	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 UOHR.
REA Group Limited	10/9/2024	AU000000REA9	Management	Equity Grant (MD/CEO Owen Wilson)	For	For	
REA Group Limited	10/9/2024	AU000000REA9	Management	REMUNERATION REPORT	For	For	
Reliance Worldwide Corporation Limited	10/24/2024	AU000000RWC7	Management	Equity Grant - MD/CEO Heath Sharp	For	For	
Reliance Worldwide Corporation Limited	10/24/2024	AU000000RWC7	Management	Renew Proportional Takeover Provisions	For	For	
Reliance Worldwide Corporation Limited	10/24/2024	AU000000RWC7	Management	Re-elect Darlene S. Knight	For	For	
Reliance Worldwide Corporation Limited	10/24/2024	AU000000RWC7	Management	REMUNERATION REPORT	For	For	
Super Retail Group Limited	10/24/2024	AU000000SUL0	Management	Re-elect Peter D. Everingham	For	For	
Super Retail Group Limited	10/24/2024	AU000000SUL0	Management	Equity Grant (MD/CEO Anthony Heraghty)	For	For	
Super Retail Group Limited	10/24/2024	AU000000SUL0	Management	Appointment of Auditor	For	For	
Super Retail Group Limited	10/24/2024	AU000000SUL0	Management	Renew Proportional Takeover Provisions	For	For	
Super Retail Group Limited	10/24/2024	AU000000SUL0	Management	Remuneration Report	For	For	
Super Retail Group Limited	10/24/2024	AU000000SUL0	Management	Elect Penelope (Penny) A. Winn	For	For	
Super Retail Group Limited	10/24/2024	AU000000SUL0	Management	Elect Colin G. Storrie	For	For	
Telstra Corporation	10/15/2024	AU000000TLS2	Management	Re-elect Roy H. Chestnutt	For	For	
Telstra Corporation	10/15/2024	AU000000TLS2	Management	Equity Grant (MD/CEO Vicki Brady - Restricted Shares)	For	For	
Telstra Corporation	10/15/2024	AU000000TLS2	Management	Equity Grant (MD/CEO Vicki Brady - Performance Rights)	For	For	
Telstra Corporation	10/15/2024	AU000000TLS2	Management	REMUNERATION REPORT	For	For	
Telstra Corporation	10/15/2024	AU000000TLS2	Management	Appointment of Auditor	For	For	
Wesfarmers Limited	10/31/2024	AU000000WES1	Management	Re-elect Alison M. Watkins	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB.
Wesfarmers Limited	10/31/2024	AU000000WES1	Management	Elect Kate Munnings	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB.
Wesfarmers Limited	10/31/2024	AU000000WES1	Management	Elect Friedrich (Tom) von Oertzen	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB.
Wesfarmers Limited	10/31/2024	AU000000WES1	Management	Approve Increase in NEDs' Fee Cap	Undetermined	For	
Wesfarmers Limited	10/31/2024	AU000000WES1	Management	Remuneration Report	For	For	
Wesfarmers Limited	10/31/2024	AU000000WES1	Management	Equity Grant (MD/CEO KEEPP Awards)	For	For	
Woolworths Group Limited	10/31/2024	AU000000WOW2	Management	Remuneration Report	For	For	
Woolworths Group Limited	10/31/2024	AU000000WOW2	Management	Re-elect Maxine Brenner	For	For	
Woolworths Group Limited	10/31/2024	AU000000WOW2	Management	Re-elect Philip Chronican	For	For	
Woolworths Group Limited	10/31/2024	AU000000WOW2	Management	Equity Grant (MD/CEO Amanda Bardwell)	For	For	
Woolworths Group Limited	10/31/2024	AU000000WOW2	Management	Board Spill Resolution (Conditional)	Against	Against	

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	