

Proxy Voting Summary Results 1 September - 30 September 2025

ASSET MANAGEMENT			•				
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
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Alex Miller	For	For	sufficiently independent
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	Against	Against	
All	0/0/0005	0404000004000		Fluency	F		
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Janice L. Fields	For	For	The newless is an executive
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Louis Tétu	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	Against	Against	
Alimontation Courts Toud Inc.	9/3/2025	CA04606D4022	Management	Fluency	Fee	For	
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033 CA01626P4033	Management	Appointment of Auditor and Authority to Set Fees	For		Poord is not sufficiently
Alimentation-Couche Tard, Inc.	9/3/2025	CAU1020P4033	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
Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management	Elect Alain Bouchard	For	For	Proposal.
	9/3/2025	CA01626P4033		Elect Richard Fortin		For	
Alimentation-Couche Tard, Inc. Alimentation-Couche Tard, Inc.	9/3/2025	CA01626P4033	Management ShareHolder	Shareholder Proposal Regarding Waste Reduction Policy	For 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		Elect Louis Vacnon Elect Stephen J. Harper	For	For	
			Management ShareHolder	Elect Stephen J. Harper Shareholder Proposal Regarding Disclosure of Emissions Reduction			
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
				Elect Nadav Zafrir		For	excessive.
Check Point Software Technologies	9/3/2025	IL0010824113	Management		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	disclosure
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	For	For	
Auto Tradel Gloup Fic	9/10/2023	GB00BV1VFW23	Wariagement	Investment)	FOI	FOI	
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 Pic	9/18/2025	GB00BVYVFW23		Elect Nathan Coe	For	For	
			Management				
Auto Trader Group Plo	9/18/2025 9/18/2025	GB00BVYVFW23	Management	Appointment of Auditor	For	For	
Auto Trader Group Plc		GB00BVYVFW23	Management	Elect Catherine Faiers	F	F	
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 Gakhal	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 Houlihan Lokey Inc	9/17/2025	US4415931009 US4415931009	Management Management	Advisory Vote on Executive Compensation Ratification of Auditor	For	Against	The compensation plan has no ties between compensation and sustainability.



Proxy Voting Summary Results 1 August - 31 August 2025

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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Proxy Voting Summary Results 1 July - 31 July 2025

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
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 no align with UDHR.
Macquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Remuneration Report	For	Against	Disclosure concerns; Questionable incentive
Macquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Equity Grant (MD/CEO Shemara Wikramanayake)	For	Against	Outcomes Disclosure concerns; Questionable incentive
Macquarie Group Ltd	7/24/2025	AU000000MQG1	Management	Re-elect Jillian Broadbent	For	For	outcomes
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 Pic	7/22/2025	IE0005711209	Management	Elect Rónán Murphy	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Elect Anne C. Whitaker	For	For	
Icon PIc	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Elect John Climax	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Accounts and Reports	For	For	
				·			-
Icon Pic	7/22/2025	IE0005711209	Management	Authority to Repurchase Shares	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Elect Eugene McCague	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Appointment of Auditor and Authority to Set Fees	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Authorize Price Range for the Reissuance of Treasury Shares	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Elect Julie O'Neill	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Icon Pic	7/22/2025	IE0005711209	Management	Elect Linda S. Grais	For	For	
Icon PIc	7/22/2025	IE0005711209	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	1
Icon PIc	7/22/2025	IE0005711209	Management	Elect Ciaran Murray	For	For	
Icon Pic	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 Statements	7/47/2025	1100070004044	Managamant	Float Luthor C. Kinsom IV	For	For	
Advanced Drainage Systems Inc	7/17/2025 7/17/2025	US00790R1041 US00790R1041	Management	Elect Luther C. Kissam IV	For	For	T1
Advanced Drainage Systems Inc			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 Anii 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
	747/222	110007007		Alti- Vita E a Cara ii	5	A tot	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.



Proxy Voting Summary Results 1 June - 30 June 2025

ASSET MANAGEMENT							
Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Stock Purchase Plan for Overseas Employees	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Global Ceiling on Capital Increases and Debt Issuances	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authority to Issue Performance Shares	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Amendments to Articles Regarding Written Consultations	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Authorisation of Legal Formalities	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Consolidated Accounts and Reports	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Allocation of Profits/Dividends	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Special Auditors Report on Regulated Agreements	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Ratification of the Co-option of Virginie Banet	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	Elect Domitille Doat-Le Bigot	For	Against	Serves on too many boards
							Serves on too many boards
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2024 Remuneration Report	For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management		For	For	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	June, 12, 2024) 2024 Remuneration of Philippe Berterottière, Chair (Since June, 12, 2024)	For	For	
Gaziransport Et Technigaz	0/11/2023	FR0011720033	Wallagement	2024 Remuneration of Philippe Berterottlere, Chall (Since June, 12, 2024)	roi	FOI	
Gaztransport Et Technigaz	6/11/2025	FR0011726835	Management	2024 Remuneration of Jean-Baptiste Choimet, CEO (Since June, 12, 2024)	For	For	
					1		
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	
-				Elect Kazuma Sekiya	For		
Disco Corporation	6/24/2025	JP3548600000	Management			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	
	6/24/2025		Management		For		
Disco Corporation		JP3548600000		Elect Akiko Matsuo		For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Etsuko Kobayashi @ Etsuko Masamune	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Christina L. Ahmadjian	For	For	
Disco Corporation	6/24/2025	JP3548600000	Management	Elect Atsushi Murakami	For	For	
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
				·		3	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hova Corporation	6/26/2025	JP3837800006			For		member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation	6/26/2025 6/26/2025		Management Management	Elect Takayo Hasegawa Elect Mika Nishimura	For	For For	member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation	6/26/2025	JP3837800006 JP3837800006 JP3837800006	Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato	For	For For Against	member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation	6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006	Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda	For For	For For Against	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation	6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006	Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro keda Elect Ryo Hirooka	For For For	For For Against For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Eiichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends	For For For For For	For For Against For For For For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006	Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda	For For For	For For Against For	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3173400007	Management Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Eiichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends	For For For For For	For For Against For For For For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Obic Co. Ltd.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP3173400007	Management Management Management Management Management Management Management Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda	For For For For For For	For Against For	member of the nominaling and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominaling and/or governance committee and there is insufficient female representation on the board of
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Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025 6/32/025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalwasa Gomi Elect Takashi Ejiri Elect Takashi Ejiri Elect Masesugu Kanoutani Elect Takeo Tanaka Elect Erikka Söderstrom Elect Takeo Tanaka Elect Erikka Söderstrom Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information	For	For For Against For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
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Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Asahiro Noda Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Taksahi Divada Elect Yasumasa Gomi Elect Taksahi Ejiri Elect Mime Egami Elect Taksahi Ejiri Elect Mime Egami Elect Asasusugu Kanoutani Elect Takao Tujimoto Elect Erikka Söderström Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Profits/Dividends Rattification of Board Acts Board Size	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yusumasa Gomi Elect Takashi Ejiri Elect Mime Egami Elect Masahi Ejiri Elect Mime Egami Elect Takao Tanaka Elect Takeo Tanaka Elect Takeo Tonaka Elect Takeo Tonaka Elect Takeo Tonaka Elect Tonaka Elect Takeo Tonaka Elect Tonaka	For	For For Against For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
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Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yusumasa Gomi Elect Takashi Ejiri Elect Mime Egami Elect Masahi Ejiri Elect Mime Egami Elect Takao Tanaka Elect Takeo Tanaka Elect Takeo Tonaka Elect Takeo Tonaka Elect Takeo Tonaka Elect Tonaka Elect Takeo Tonaka Elect Tonaka	For	For For Against For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Asahiro Noda Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Taksahi Dividends Elect Taksahi Bijri Elect Mine Egami Elect Taksahi Bijri Elect Mine Egami Elect Taksao Fujimoto Elect Taksahi Bijri Elect Asini Bijri Elect Mine Egami Elect Taksao Tanaka Elect Lect Lect David Tanaka Elect Williama L. Connelly Elect Luis Maroto Camino	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takao Fujimoto Elect Takao Fujimoto Elect Takashi Okada Elect Yuta Hanada Elect Yuta Hanada Elect Yusumasa Gomi Elect Taksahi Ejiri Elect Mises Ejiri Elect Mises Ejiri Elect Mises Ejiri Elect Masatsugu Kanoutani Elect Takeo Tanaka Elect Takeo Tanaka Elect Takeo Tonaka Elect Takeo Tonaka Elect Tonaka Elect Takeo Tonaka Elect Lick Maroto Connino Elect Lick Maroto Connino Elect Lick Maroto Connino Elect Lick Tonaka	For	For For Against For For For For For For For For For Fo	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
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Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 ES0109067019	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takashi Cinda Elect Takashi Cinda Elect Takashi Dividends Elect Takashi Bijri Elect Bijri Elect Bijri Allocation of Profits/Dividends Ratification of Board Acts Board Size Elect Leo Puri Elect William L. Connelly Elect Luis Maroto Carnino Elect Pilar Carcia Ceballos-Zuñiga Elect Peter Kürpick	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/32/025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Eichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Assahiro Noda Elect Shoichi Tachibana Elect Takas Ortigimoto Elect Takashi Okada Elect Takashi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalsugu Kanoutani Elect Takeso Tanaka Elect Erikka Soderstrom Elect Takeo Tanaka Elect Erikka Soderstrom Elect Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Board Acts Board Size Elect Levil General Connelly Elect Leik Maroto Camino Elect William L. Connelly Elect Leit Garaco Ceballos-Zūñiga Elect Sleptana Genkow Elect Elect Flar García Ceballos-Zūñiga Elect Sleptana Genkow Elect Elect Flar García Ceballos-Zūñiga Elect Sleptana Genkow	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
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Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalsugu Kanoutani Elect Takashi Ejiri Elect Takashi Ejiri Elect Mime Egami Elect Takeo Tanaka Elect Erikka Soderstrom Elect Takeo Tanaka Elect Erikka Soderstrom Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Board Acts Board Size Elect Luis Maroto Camino Elect William L. Connelly Elect Luis Maroto Camino Elect Stephan Gemkow Elect Peter Kürpick Elect Stephan Gemkow Elect Peter Kürpick Elect Stephan Gemkow Elect Peter Kürpick Elect Asenau Alesser	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/3/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Asahiro Noda Elect Takaso Fujimoto Elect Takaso Fujimoto Elect Takashi Dividends Elect Takashi Bijri Elect Mine Egami Elect Takashi Bijri Elect Mine Egami Elect Takaso Eligimoto Elect Takeshi Okada Elect Takeshi Dividenda Elect Takeshi Ejiri Elect Mine Egami Elect Asasusugu Kanoutani Elect Takeo Tanaka Elect Takeo Tanaka Elect Erikka Söderström Elect David Vegara Figueras Apopintment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Profits/Dividends Ratification of Board Acts Board Size Elect Leo Puri Elect William L. Connelly Elect Lius Maroto Camino Elect Pilar Carcia Ceballos-Zuñiga Elect Peter Kürpick Elect Jana Eggers	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. Statutory auditor board is not sufficiently independent; Professional Services
Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Hoya Corporation Obic Co. Ltd. Amadeus IT Group S.A.	6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/26/2025 6/3/2025	JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800006 JP3837800007 JP3173400007 JP317	Management	Elect Takayo Hasegawa Elect Mika Nishimura Elect Mototsugu Sato Elect Elichiro Ikeda Elect Ryo Hirooka Allocation of Profits/Dividends Elect Masahiro Noda Elect Shoichi Tachibana Elect Takao Fujimoto Elect Takeshi Okada Elect Takashi Okada Elect Takashi Ejiri Elect Massalsugu Kanoutani Elect Takashi Ejiri Elect Takashi Ejiri Elect Mime Egami Elect Takeo Tanaka Elect Erikka Soderstrom Elect Takeo Tanaka Elect Erikka Soderstrom Elect David Vegara Figueras Appointment of Auditor Authorisation of Legal Formalities Accounts and Reports Report on Non-Financial Information Remuneration Report Allocation of Board Acts Board Size Elect Luis Maroto Camino Elect William L. Connelly Elect Luis Maroto Camino Elect Stephan Gemkow Elect Peter Kürpick Elect Stephan Gemkow Elect Peter Kürpick Elect Stephan Gemkow Elect Peter Kürpick Elect Asenau Alesser	For	For	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.

Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Lester B. Knight	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Gregory C. Case	For	For	
Aon Global Ltd Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect José Antonio Álvarez Álvarez	For For	For	
	6/27/2025	GB00B5BT0K07	Management Management	Elect CAI Jinyong			
Aon Global Ltd Aon Global Ltd	6/27/2025	GB00B5BT0K07 GB00B5BT0K07	Management	Elect Jeffrey C. Campbell Elect Cheryl A. Francis	For For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Adriana Karaboutis	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Richard C. Notebaert	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Gloria Santona	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Sarah E. Smith	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect Byron O. Spruell	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Elect James G. Stavridis	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Advisory Vote on Executive Compensation	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Appointment of Statutory Auditor	For	Against	The auditor's tenure is excessive.
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Authority to Set Statutory Auditor's Fees	For	For	CACCASIVE.
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Aon Global Ltd	6/27/2025	GB00B5BT0K07	Management	Amendment to the Aon plc 2011 Incentive Plan	For	For	
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Larry Page	For	For	Less than 75% Attendance
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Sergey Brin	For	For	
Alphabet Inc	6/6/2025	US02079K3059 US02079K3059	Management	Elect Sundar Pichai	For For	For	
							nominating and/or governance committee and the diversity disclosure rating is poor.; The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Frances H. Arnold	For	Against	The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect R. Martin Chavez	For	For	A #Filinda / Imaria
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect L. John Doerr	For	For	Affiliate/Insider on compensation committee
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Roger W. Ferguson, Jr.	For	For	compensation committee
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect K. Ram Shriram	For	For	
Alphabet Inc	6/6/2025	US02079K3059	Management	Elect Robin L. Washington	For	For	
Alphabet Inc	6/6/2025	US02079K3059	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Right to Act by Written Consent	Against	For	excessive. Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Excluding Share Repurchases in	Against	Against	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Executive Compensation Shareholder Proposal Regarding Report on Discrimination Risk of	Against	Against	This proposal has been
Apriabet inc	0/0/2023	0002073100033	Charlet Midel	Charitable Contributions	riganist	Agamst	labeled as "Anti-ESG" due to the shareholder proponent.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Participation in Human Rights Campaign's Corporate Equality Index	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Disclosure Related to 2030 Climate Goals	Against	For	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Recapitalization	Against	For	Allowing one vote per share generally operates as a safeguard for common
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Third-Party Report on Due Diligence in	Against	Against	shareholders
				Conflict-Affected and High-Risk Areas	-	1	
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding GenAl Discrimination	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	Against	For	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Human Rights Impact Assessment of Al- Driven Targeted Advertising	Against	For	An independent review of human rights considerations in advertising could benefit shareholders
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Alignment of Lobbying and Policy	Against	Against	
<u> </u>				Influence Activities with Child Safety Commitments	g		
Alphabet Inc	6/6/2025	US02079K3059	ShareHolder	Shareholder Proposal Regarding Report and Targets on Child Safety	Against	Against	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Impacts Elect Glenn D. Fogel	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Glenn D. Fogel Elect Mirian M. Graddick-Weir	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Kelly J. Grier	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Robert J. Mylod Jr.	For	Withhold	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Charles H. Noski	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Joseph Quinlan	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Nicholas J. Read	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Thomas E. Rothman	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Elect Sumit Singh	For	For	
Booking Holdings Inc Booking Holdings Inc	6/3/2025	US09857L1089 US09857L1089	Management Management	Elect Lynn M. Vojvodich Radakovich Elect Vanessa A. Wittman	For For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Advisory Vote on Executive Compensation	For	For	
Booking Holdings Inc	6/3/2025	US09857L1089	Management	Ratification of Auditor	For	Against	The auditor's tenure is
<u> </u>	<u> </u>						excessive.

Booking Holdings Inc	6/3/2025	US09857L1089	ShareHolder	Shareholder Proposal Regarding Right to Call Special Meetings	Against	For	A 10% threshold for calling a special meeting is appropriate
Caterpillar Inc.	6/11/2025	US1491231015	Management	Elect D. James Umpleby III	For	Against	The company is not a UNGC
Sate para no.	0.1.11.2020	001101201010	management	Lica D. Games Cripicaly III		, igamot	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	excessive.
Caterpillar Inc.	6/11/2025	US1491231015	ShareHolder	Shareholder Proposal Regarding Civil Rights Audit	Against	For	
Caterpillar Inc.	6/11/2025	US1491231015	ShareHolder	Shareholder Proposal Regarding Report on Discrimination Risk of	Against	Against	This proposal has been
				Charitable Match Program			labeled as "Anti-ESG" due to the shareholder proponent.
Caterpillar Inc.	6/11/2025	US1491231015	ShareHolder	Shareholder Proposal Regarding Abolishing DEI Policies, Department, and Goals		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 Elect Nazzic S. Keene	For	For	
Caterpillar Inc. Caterpillar Inc.	6/11/2025 6/11/2025	US1491231015 US1491231015	Management 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
				,		1.9	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
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Amendment to Certificate of Incorporation to Limit the Liability of Certain	For	Against	excessive. Not in shareholders' best
Wastercard Incorporated	0/24/2020	000700001040	Wallagement	Officers	101	Against	interests
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Amendment to Certificate of Incorporation to Remove Industry Director	For	For	III.U.I.U.I.U
				Concept	_	_	
Mastercard Incorporated	6/24/2025	US57636Q1040	Management	Amendment to Certificate of Incorporation to Implement Other Miscellaneou Changes	is 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. Netflix Inc.	6/5/2025 6/5/2025	US64110L1061 US64110L1061	Management Management	Elect Mathias Döpfner Elect Reed Hastings	For	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	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. Netflix Inc.	6/5/2025 6/5/2025	US64110L1061 US64110L1061	ShareHolder ShareHolder	Shareholder Proposal Regarding Climate Transition Plan Shareholder Proposal Regarding Right to Call Special Meetings	Against Against	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 Coxe	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	

March Marc	NVIDIA Corp	6/25/2025	US67066G1040	Management	Elect Dawn Hudson	For	For	
Margin Corp.								
March Marc								
March Color	NVIDIA Corp		US67066G1040					Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
March Marc								
March Marc								
MOA Dec MOAS MOAD Moadward Measure Moad of Market Moad of Ma								Affiliate/Insider on audit committee; Affiliate/Insider on compensation committee
Montain Company Management								
Michael								The coditors to some in
Month Colors	NVIDIA COIP	0/25/2025	030700001040	Management	Natification of Addition	roi	Against	
March Coop	NVIDIA Corp	6/25/2025	US67066G1040	Management		For	For	
Model Cologs	NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder		Against	Against	
Model Company Compan	NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder		Against	For	
Compared	NVIDIA Corp	6/25/2025	US67066G1040	ShareHolder	Shareholder Proposal Regarding Workforce Data	Against	For	Requested reporting provide
Description for the Committee of the C	Unitedhealth Group Inc	6/2/2025	US91324P1021	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus
Combined Comparison Compa	Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect Charles Baker	For	For	
Distribution Dist	·			Management				The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
United-sealth Group Inc								
Underhealth Group Inc	·							T
United-eath Group tro	Ontednealth Group Inc			wanagement	Elect Stephen J. Hemsley	FUI	Poi	participant or signatory or the Human Rights Policy does not
Uniterferential Group Inc OCCUSS USP124P1021 Management Ched. John 1. Novemonity For Agent OCCUSS USP124P1021 Management Ched. John 1. Novemonity For Agent OCCUSS USP124P1021 Management Ched. John 1. Novemonity For Append OCCUSS USP124P1021 Management Ched. John 1. Novemonity For Adalan Uniterferential Group Inc OCCUSS USP124P1021 Management Management Elect. Andrew With For Adalan OCCUSS USP124P1021 Management Management Adalany Novem Checulture Cheduluse For Adalan OCCUSS USP124P1021 Management Adalany Novem Checulture Cheduluse For Adalan OCCUSS USP124P1021 Management Adalany Novem Checulture For Agent OCCUSS USP124P1031 Management Adalany Novem Checulture OCCUSS USP124P1031 Management Adalany Novem Checulture OCCUSS USP124P1031 Management Ched. Planta Range For Agent Agent OCCUSS OCCUSS USP124P1034 Management Ched. Planta Range For Agent Agent The nominate and increased and in	·				· · · · · · · · · · · · · · · · · · ·			
Uniderhealth Group Inc Gold Company Com	Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Elect F. William McNabb, III	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Ustacheals Group to: GERBSEP 1021 Management Stat Andrew Willy For Assamling and by grand months of the control and remote	Unitedhealth Group Inc			Management	Elect Valerie C. Montgomery Rice		For	
Unterheath Group he 62/2025 US9124911021 Management Apriesry Viste on Executive Compensation For For Against The auditor's terrure excessive. Unterheath Group he 62/2025 US9224751084 Management Ratification of Auditor For Against The normines serves ES committee and Served Systems Inc 6/18/2025 US9224751084 Management Elect Manthall Mohr For Against The normines serves ES committee and SARA Committee and SAR	оппесинали стор пс	0/2/2025	US91324P1U21	wariagement	Elect John N. Noseworiny	ru	Agamst	nomination or governance committee if the company does not disclose EEO1 reporting; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
United-health Group Inc	Unitedhealth Group Inc	6/2/2025		Management	Elect Andrew Witty	For	Abstain	
Verw Systems Inc Vision								
Verva Systems Inc 6/18/2025 US8224751084 Management Elect Marshall Mohr For Against The nominee serves EGG committee and company does not not company	Unitedhealth Group Inc	6/2/2025	US91324P1021	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Veeva Systems Inc G18/2025 US9224751084 Management Elect Matthew J. Wallach For Against The nominee serves CS committee and town C	Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Priscilla Hung	For	Against	The nominee serves on the ESG committee and the company does not report to
Vseva Systems Inc 6/18/2025 US9224751084 Management Elect Cordon Ritter For Against The nominee serves of the board at less company which does of the board at less company which does of Hot Startisk. Vseva Systems Inc 6/18/2025 US9224751084 Management Elect Paul Sekhri For Against The nominee is a ma member of the nomine and or governance or and there is insufficient female representation on the directors. Vseva Systems Inc 6/18/2025 US9224751084 Management Elect Matthew J. Wallach For Against The nominee is a ma member of the nomine is a ma member of the nomine and or governance or and the representation on the directors. Vseva Systems Inc 6/18/2025 US9224751084 Management Elect Matthew J. Wallach For Against The nominee is a ma member of the nomine and or governance or and there is insufficient female representation on the directors. Vseva Systems Inc 6/18/2025 US9224751084 Management Ratification of Auditor For For Vseva Systems Inc 6/18/2025 US9224751084 Management Elect Timothy Cabral For For	Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Marshall Mohr	For	Against	The nominee serves on the ESG committee and the company does not report to
Veeva Systems Inc G/18/2025 US9224751084 Management Elect Paul Sekhri For Against The nomine is a mamber of the nominal narrow of the promise is a mamber of the nominal narrow of the promise is a mamber of the nominal narrow of the narr	Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Gordon Ritter	For	Against	The nominee serves as Chair of the board at a tier 3 company which does not have
week Systems Inc Veeva Systems Inc 6/18/2025 US9224751084 Management Ratification of Auditor For For Veeva Systems Inc 6/18/2025 US9224751084 Management Elect Timothy Cabral For For For For Cabral Cabral	Veeva Systems Inc	6/18/2025	US9224751084	Management	Elect Paul Sekhri	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Veeva Systems Inc 6/18/2025 US9224751084 Management Elect Timothy Cabral For For								nominating and/or governance committee and there is insufficient female representation on the board of
· · · · · · · · · · · · · · · · · · ·								
veeva systems into 10/10/2020 1059224751004 (Mishagement Elect Mark Cardes For For								
Veeva Systems Inc 6/18/2025 US9224751084 Management Elect Peter P. Gassner For For Veeva Systems Inc 6/18/2025 US9224751084 Management Elect Mary Lynne Hedley For For								



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

			1		-	_	
Euronext N.V. Euronext N.V.	5/15/2025	NL0006294274 NL0006294274	Management	Elect René van Vlerken	For For	For	
Euronext N.V.	5/15/2025 5/15/2025	NL0006294274 NL0006294274	Management Management	Management Board Remuneration Policy Supervisory Board Remuneration Policy	For	For	
Euronext N.V.	5/15/2025	NL0006294274 NL0006294274	Management	Appointment of Auditor	For	For	
Euronext N.V.	5/15/2025	NL0006294274	Management		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 Suppress Preemptive Rights 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 Angehrn	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		Elect Flora Zhao	For	Unvoted	
	5/21/2025		Management				
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	
-		CH0024608827			For		
Partners Group Holding	5/21/2025		Management	Appointment of Auditor		Unvoted	
Partners Group Holding Amazon.com Inc.	5/21/2025 5/21/2025	CH0024608827 US0231351067	Management Management	Transaction of Other Business Elect Jeffrey P. Bezos	Undetermined For	Unvoted Against	The company is not a UNGC
Allezon.com inc.	3/2 1/2023	000231031007	Wallagement	Lieut deliney 1 . Dezes	1 61	Against	participant or signatory or the
							Human Rights Policy does not align with UDHR.
Amazon.com Inc.	5/21/2025	US0231351067	Management	•	For	For	Human Rights Policy does not
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Keith B. Alexander	For	For	Human Rights Policy does not
Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067 US0231351067		Elect Keith B. Alexander Elect Edith W. Cooper	For For	For For	Human Rights Policy does not
Amazon.com Inc.	5/21/2025	US0231351067	Management	Elect Keith B. Alexander	For	For	Human Rights Policy does not
Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067 US0231351067	Management Management	Elect Keith B. Alexander Elect Edith W. Cooper	For For	For For	Human Rights Policy does not
Amazon.com Inc. Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick	For For	For For	Human Rights Policy does not
Amazon.com Inc. Amazon.com Inc. Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher	For For For	For For For	Human Rights Policy does not
Amazon.com Inc. Amazon.com Inc. Amazon.com Inc. Amazon.com Inc. Amazon.com Inc. Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng	For For For For	For For For For	Human Rights Policy does not
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi	For For For For For	For For For For For For	Human Rights Policy does not
Amazon.com inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management Management Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein	For For For For For For For	For For For For For For For	Human Rights Policy does not
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathau J. Rubinstein Elect Brad D. Smith	For For For For For For For For For	For For For For For For For For	Human Rights Policy does not
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks	For	For	Human Rights Policy does not align with UDHR.
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad O. Shonesifer Elect Wendell P. Weeks Ratification of Auditor	For	For For For For For For For For For Against	Human Rights Policy does not
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation	For	For For For For For For For For Against Against	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive.
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad O. Shonesifer Elect Wendell P. Weeks Ratification of Auditor	For	For For For For For For For For For Against	Human Rights Policy does not align with UDHR.
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Par	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a pro-
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067 US0231351067	Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendeil P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Par	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Partial O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamie S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect John S. Robert S. Gorelick Elect Brad D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Third-Party Assessment of Board	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Partial O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Wanda M. Austin	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Jamies P. Huttenlocher Elect Andrew Y. Ng Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Patricia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Climate Commitments and Al Obata Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Norking Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Wanda M. Austin	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Jamies P. Huttenlocher Elect Andrew Y. Ng Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Patricia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Climate Commitments and Al Ostar Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Norking Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management Management Management Management Management Management Management Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect India K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Kobert A. Bradway Elect Wanda M. Austin	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a prostareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Andditional, independent scruliny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Robert A. Eckert	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Antl-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Jamies P. Huttenlocher Elect Andrew Y. Ng Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Robert A. Eradway Elect Robert A. Eckert Elect Greg C. Garland	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a prostareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Andditional, independent scruliny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Grang C. Garland Elect Charles M. Holley, Jr.	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a prostareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Andditional, independent scruliny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Robert A. Eckert Elect Greg C. Garland Elect Charles M. Holley, Jr. Elect S. Omar Ishrak	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a prostareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Andditional, independent scruliny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067 US0231351069 US0231352098 US0231622098 US0311622098	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Jamies P. Huttenlocher Elect Andrew Y. Ng Elect John S. Kooyi Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Robert A. Bradway Elect Michael V. Drake Elect Robert A. Bradway Elect Michael V. Drake Elect Robert A. Eckert Elect Grag C. Garland Elect Charles M. Holley, Jr. Elect Corp. John Scott Scot	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a prostareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Andditional, independent scruliny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of AI Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Charles M. Holley, Jr. Elect S. Omar Ishrak Elect Charles M. Holley, Jr. Elect S. Omar Ishrak Elect Tyler Jacks Elect Mary E. Klotman	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a prostareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Andditional, independent scruliny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and Al Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Greg C. Garland Elect Charles M. Holley, Jr. Elect S. Omar Ishrak Elect Tyler Jacks Elect Tyler Jacks Elect Tyler Jacks Elect Tyler Jacks Elect Ellen J. Kullman Elect Ellen J. Kullman	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a prostareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Andditional, independent scruliny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Robert A. Bradway Elect Michael V. Drake Elect Greg C. Garland Elect Charles M. Holley, Jr. Elect Corp C. Garland Elect Charles M. Holley, Jr. Elect Cliect S. Omar Ishrak Elect Tyler Jacks Elect High J. Kullman Elect Amy E. Miles	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a prostareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Andditional, independent scruliny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Greg C. Garland Elect Charles M. Holley, Jr. Elects Comar Ishrak Elect Elien J. Kullman Elect Elien J. Kullman Elect Elien J. Kullman Elect Elien J. Kullman Elect Elient J. Kullman	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as 'Anti-ESG' due to the shareholder proponent. This proposal is the target of a Vote No Campaign.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indra K. Nooyi Elect Jamies D. Smith Elect Brad D. Smith Elect Brad D. Smith Elect Particia Q. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Climate Commitments and AI Data Center Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Risk of AI Data Sourcing Elect Robert A. Bradway Elect Michael V. Drake Elect Greg C. Garland Elect Charles M. Holley, Jr. Elect Corp C. Garland Elect Charles M. Holley, Jr. Elect Cliect S. Omar Ishrak Elect Tyler Jacks Elect High J. Kullman Elect Amy E. Miles	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. This proposal is the target of a Vote No Campaign.
Amazon.com Inc.	5/21/2025 5/21/2025	US0231351067	Management ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder ShareHolder Management	Elect Keith B. Alexander Elect Edith W. Cooper Elect Jamies S. Gorelick Elect Daniel P. Huttenlocher Elect Andrew Y. Ng Elect Indies K. Nooyi Elect Jonathan J. Rubinstein Elect Brad D. Smith Elect Brad D. Smith Elect Brad O. Stonesifer Elect Wendell P. Weeks Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Separation of CEO and Chair Positions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of Al Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Plastic Packaging Shareholder Proposal Regarding Report on Working Conditions Shareholder Proposal Regarding Report on Risk of Al Data Sourcing Elect Wanda M. Austin Elect Robert A. Bradway Elect Michael V. Drake Elect Brian J. Druker Elect Greg C. Garland Elect Charles M. Holley, Jr. Elects Comar Ishrak Elect Elien J. Kullman Elect Elien J. Kullman Elect Elien J. Kullman Elect Elien J. Kullman Elect Elient J. Kullman	For	For	Human Rights Policy does not align with UDHR. The auditor's tenure is excessive. A non-executive chair is better able to oversee the executives of a company and set a proshareholder agenda Supporting this proposal is in the best interests of shareholders. Additional, independent scrutiny on the Company's working conditions is warranted. This proposal has been labeled as 'Anti-ESG' due to the shareholder proponent. This proposal is the target of a Vote No Campaign.

Arista Networks Inc	5/30/2025	US0404132054	Management	Elect Daniel Scheinman	For	Withhold	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting.
Arista Networks Inc	5/30/2025	US0404132054	managomoni	Elect Yvonne Wassenaar	For	For	
Arista Networks Inc	5/30/2025	US0404132054		Advisory Vote on Executive Compensation	For	Against	Grants are excessive
Arista Networks Inc	5/30/2025	US0404132054		Ratification of Auditor	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Michael L. Battles		For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Eric W. Gerstenberg	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Andrea Robertson		For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Lauren C. States	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Elect Robert J. Willett	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078		Advisory Vote on Executive Compensation	For	For	
Clean Harbors, Inc.	5/21/2025	US1844961078	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Ramona Sequeira	For	For	excessive.
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect Nicholas J. Valeriani	For	Against	The company is not a UNGC
Lawards Elicacionecs Corp	3/0/2023	0020170121002	wanagement	Lect Motors 0. Valentini	10	Against	participant or signatory or the Human Rights Policy does not align with UDHR.
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Elect Bernard J. Zovighian	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Advisory Vote on Executive Compensation	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Edwards Lifesciences Corp	5/8/2025	US28176E1082	Management	Amendment to the 2001 Employee Stock Purchase Plan for United States	For	For	excessive.
Edwards Endodonidas Gorp	0/0/2020	002011021002		Employees			
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Amendment to the 2001 Employee Stock Purchase Plan for International	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Employees Elect Leslie C. Davis	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect David T. Feinberg		For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect Kieran T. Gallahue	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082	J	Elect Leslie Stone Heisz	For	For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect Paul A. LaViolette		For	
Edwards Lifesciences Corp	5/8/2025	US28176E1082		Elect Steven R. Loranger	For	For	
Fiserv, Inc.	5/14/2025	US3377381088		Elect Frank J. Bisignano		Withhold	
Fisery, Inc.	5/14/2025	US3377381088		Elect Stephanie E. Cohen		For	
Fiserv, Inc.	5/14/2025	US3377381088		Elect Henrique de Castro	For	For	
Fiserv, Inc.	5/14/2025	US3377381088		Elect Harry F. DiSimone	For	For	
Fisery, Inc.	5/14/2025	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.
Fisery, Inc.	5/14/2025	US3377381088		Elect Ajel S. Gopal	For	Withhold	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Fiserv, Inc.	5/14/2025	US3377381088		Elect Michael P. Lyons	For	For	
Fiserv, Inc.	5/14/2025	US3377381088		Elect Wafaa Mamilli	For	For	
Fisery, Inc.	5/14/2025	US3377381088	·	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.
Fisery, Inc.	5/14/2025	US3377381088	Management	Elect Kevin M. Warren	For	For	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Fiserv, Inc.	5/14/2025	US3377381088		Elect Charlotte B. Yarkoni	For	For	
Fisery, Inc.	5/14/2025	US3377381088		Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation and sustainability.
Fiserv, Inc.	5/14/2025	US3377381088	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Fisery, Inc.	5/14/2025	US3377381088	ShareHolder	Shareholder Proposal Regarding Amendment to Clawback Policy	Against	For	excessive.
Gartner, Inc.	5/29/2025	US3666512062		Elect Peter E. Bisson	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Richard J. Bressler	For	Against	The company is not a UNGC
Gartner, Inc.	5/29/2025	US3666512062		Elect Raul E. Cesan		For	participant or signatory or the Human Rights Policy does not align with UDHR.
Gartner, Inc.	5/29/2025	US3666512062		Elect Karen E. Dykstra	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Diana S. Ferguson	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Anne Sutherland Fuchs		For	
Gartner, Inc.	5/29/2025	US3666512062		Elect William O. Grabe	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect José M. Gutiérrez		For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Eugene A. Hall		For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Stephen G. Pagliuca	For	For	
Gartner, Inc.	5/29/2025	US3666512062		Elect Eileen M. Serra		For	
Gartner, Inc.	5/29/2025	US3666512062		Advisory Vote on Executive Compensation		For	
Gartner, Inc.	5/29/2025	US3666512062		Ratification of Auditor	For	Against	The auditor's tenure is
			_			-	excessive.
GQG Partners Inc.	5/22/2025	AU0000180499		Elect Bryan Weeks	For	For	
Home Depot, Inc.	5/22/2025	US4370761029		Elect Gerard J. Arpey	For	For	
Home Depot, Inc.	5/22/2025	US4370761029		Elect Ari Bousbib		For	
Home Depot, Inc.	5/22/2025	US4370761029		Elect Jeffery H. Boyd		For	
Home Depot, Inc.	5/22/2025	US4370761029	Management	Elect Gregory D. Brenneman	For	For	

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

	5/28/2025	US30303M1027	Management	Elect Marc L. Andreessen	For	Withhold	The nominee serves on the nominating and/or governance committee and the diversity
							disclosure rating is poor; The nominee is a male member of the nominea is a male member of the nomineating 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 Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027 US30303M1027	Management Management	Elect Patrick Collison Elect John Elkann	For For	For For	
Meta Piatforms 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 Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027 US30303M1027	Management Management	Elect Robert M. Kimmitt Elect Dina Powell McCormick	For For	For	
Meta Platforms Inc Meta Platforms Inc	5/28/2025	US30303M1027 US30303M1027	Management Management	Elect Dina Powell McCormick 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 Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027 US30303M1027	Management Management	Elect Dana White Elect Tony Xu	For For	For Withhold	The nominee serves on the
							nominating and/or governance committee and the diversity disclosure rating is poor.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Elect Mark Zuckerberg	For	For	
Meta Platforms Inc		US30303M1027	Management	Ratification of Auditor	For	For	
Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027	Management	Approval of the 2025 Equity Incentive Plan	For	Against	Contains Evergreen
Meta Platforms Inc	5/28/2025	US30303M1027	Management	Approval of the 2025 Equity Incentive Plan	For	Against	Contains Evergreen Provisions
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc		US30303M1027 US30303M1027 US30303M1027	Management Management Management	Approval of the 2025 Equity Incentive Plan Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation	For For 3 Years	Against For 1 Year	Provisions An annual advisory vote on executive compensation is in the best interests of
Meta Platforms Inc	5/28/2025 5/28/2025	US30303M1027 US30303M1027 US30303M1027	Management	Advisory Vote on Executive Compensation	For	For	Provisions An annual advisory vote on executive compensation is in
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Metter-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027	Management Management ShareHolder Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann	For 3 Years Against	For 1 Year For For	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders. Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/11/2025 5/11/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054	Management Management ShareHolder Management Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization	For 3 Years Against	For 1 Year For	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders. Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. Mettler-Toledo International, Inc. Mettler-Toledo International, Inc. Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domittile Doat-Le Bigot	For 3 Years Against For For	For 1 Year For For For	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders. Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder Management Management Management Management Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domittile Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Michael A. Kelly Elect Thomas P. Salice	For 3 Years Against For For For For For	For 1 Year For For For For For For For For	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders. Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. Mettler-Toledo International, Inc. Mettler-Toledo International, Inc. Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder Management Management Management Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domittille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly	For 3 Years Against For For For For	For 1 Year For For For For For For	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders. Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Brian Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc.	\$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025	US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder Management Management Management Management Management Management Management Management Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Wolfgang Wienand	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders. Allowing one vote per share generally operates as a safeguard for common
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc.	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/12025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettier-Toledo International, Inc.	\$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025 \$/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054	Management Management ShareHolder Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Thomas P. Salice Elect Ungrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc PepsiCo Inc PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domittile Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Michael A. Kelly Elect Brian Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc PepsiCo Inc PepsiCo Inc PepsiCo Inc	\$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Brian Shepherd Elect Brian Shepherd Elect Ungrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Lan M. Cook	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc PepsiCo Inc PepsiCo Inc	5/28/2025 5/28/2025 5/28/2025 5/28/2025 5/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domittile Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Michael A. Kelly Elect Brian Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081 US7134481081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Timnss P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect lingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Lan M. Cook Elect Edith W. Cooper Elect Segun M. Diamond Elect Edith W. Cooper Elect Sien Sun M. Diamond Elect Dina Dublon	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025 \$1/2025 \$1/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US59326881054 US5936881054 US5934881081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Hisha W. Finney Elect Thomas P. Salice Elect Brian Shepherd Elect Brian Shepherd Elect Brian Shepherd Elect Ungrid Zhang Rafification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Lennifer Bailey Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Dina Dublon Elect Dina Dublon Elect Dina Dublon Elect Michelle D. Gass	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/28/2025 \$/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081 US7134481081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Timnss P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect lingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Lan M. Cook Elect Edith W. Cooper Elect Segun M. Diamond Elect Edith W. Cooper Elect Sien Sun M. Diamond Elect Dina Dublon	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US5926881054 US592681054 US592681054 US592681054 US592681054 US592681054 US592681054 US592681054 US592481081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Brian Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Susan M. Diamond Elect Ramon L. Laguarta Elect Dave J. Lewis Elect David C. Page	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025 \$1/2025 \$1/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5026881054 US5926881054 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doal-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Segun Agbaje Elect Cesar Conde Elect Lan M. Cook Elect Lan M. Cook Elect Elect Dina Dublon Elect Dina Dublon Elect Dina Dublon Elect Ramon L. Laguarta Elect David C. Page Elect David C. Page Elect David C. Page Elect Choent C. Pohlad	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders.
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Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025 \$1/2025 \$1/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5026881054 US5926881054 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Brian Shepherd Elect Brian Shepherd Elect Brian Shepherd Elect Longrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Lonfer Bailey Elect Lonfer Bailey Elect Lonfer Bailey Elect Susan M. Diamond Elect Dina Dublon Elect Dina Dublon Elect Dave J. Lewis Elect Dave J. Lewis Elect Daren Walker Elect Darren Walker Elect Darren Walker Elect Darren Walker Elect Darren Walker	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders The auditor's tenure is excessive.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc PepsiCo Inc PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US592681054 US592681054 US592681054 US5926881054 US5926881054 US59326881054 US5932681054 US5932681054 US5934881081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Hisha W. Finney Elect Thomas P. Salice Elect Brian Shepherd Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Susan M. Diamond Elect Tanout L. Laguarta Elect Dave J. Lewis Elect David C. Page Elect Robart C. Poblad Elect Daniel Luzius Vasella Elect Darier Luzius Vasella Elect Darier Huzius Vasella Elect Darier Luzius Vasella Elect Darier Luzius Vasella Elect Darier Luzius Vasella Elect Darier Luzius Vasella	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders The auditor's tenure is excessive.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025 \$1/2025 \$1/1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5026881054 US5926881054 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Brian Shepherd Elect Brian Shepherd Elect Brian Shepherd Elect Longrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Lonfer Bailey Elect Lonfer Bailey Elect Lonfer Bailey Elect Susan M. Diamond Elect Dina Dublon Elect Dina Dublon Elect Dave J. Lewis Elect Dave J. Lewis Elect Daren Walker Elect Darren Walker Elect Darren Walker Elect Darren Walker Elect Darren Walker	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders The auditor's tenure is excessive.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5026881054 US5926881054 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfgang Wienand Elect Brian Shepherd Elect Wolfgang Wienand Elect Ingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Susan M. Diamond Elect Ramon L. Laguarta Elect Dave J. Lewis Elect David C. Page Elect Robert C. Pohlad Elect Daniel Luzius Vasella Elect Darien Luzius Vasella Elect Alerto Weisser Ratification of Auditor Advisory Vote on Executive Compensation	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders. Allowing one vote per share generally operates as a safeguard for common shareholders. The auditor's tenure is excessive. The auditor's tenure is excessive. Supporting this proposal is in
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081	Management ShareHolder	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitile Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Ungrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Jennifer Bailey Elect Jennifer Bailey Elect Lett Brian Shomond Elect Edith W. Cooper Elect Susan M. Diamond Elect Dian Dublon Elect Michael D. Gass Elect Ramon L. Laguarta Elect David C. Page Elect David C. Page Elect Ander C. Pohlad Elect Dariel Luzius Vasella Elect Dariel Luzius Vasella Elect Daren Walker Elect Alberto Weisser Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Report on Biodiversity Loss Shareholder Proposal Regarding Report on Biodiversity Loss	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders. The auditor's tenure is excessive. The auditor's tenure is excessive. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. PepsiCo Inc	\$\(5/28/2025 \) \$\(5/28/2025 \) \$\(5/28/2025 \) \$\(5/28/2025 \) \$\(5/28/2025 \) \$\(5/28/2025 \) \$\(5/28/2025 \) \$\(5/2025 \) \$\(5/1/2	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5026881054 US5926881054 US5134481081 US7134481081	Management	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Lingrid Zhang Ratification of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Cesar Conde Elect Lan M. Cook Elect Edith W. Cooper Elect Susan M. Diamond Elect Daine Dublon Elect Chaele D. Sass Elect Ramon L. Laguarta Elect Dave J. Lewis Elect David C. Page Elect Daniel Luzius Vasella Elect Daniel Luzius Vasella Elect Danien Walker Elect Alberto Weisser Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks Shareholder Proposal Regarding Third-Party Aussessment on Non-Sugar Sweetener Risks	For 3 Years Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders The auditor's tenure is excessive. The auditor's tenure is excessive. Supporting this proposal is in the best interests of shareholders.
Meta Platforms Inc Meta Platforms Inc Meta Platforms Inc Mettler-Toledo International, Inc. Pettler-Toledo International, Inc. PepsiCo Inc	\$1/28/2025 \$1/28/2025 \$1/28/2025 \$1/2025	US30303M1027 US30303M1027 US30303M1027 US30303M1027 US30303M1027 US5926881054 US7134481081	Management ShareHolder ShareHolder	Advisory Vote on Executive Compensation Frequency of Advisory Vote on Executive Compensation Shareholder Proposal Regarding Recapitalization Elect Roland Diggelmann Elect Domitille Doat-Le Bigot Elect Elisha W. Finney Elect Michael A. Kelly Elect Thomas P. Salice Elect Brian Shepherd Elect Wolfignag Wienand Elect Brian Shepherd Elect Wolfignag Wienand Elect Ingrid Zhang Raffication of Auditor Advisory Vote on Executive Compensation Elect Segun Agbaje Elect Jennifer Bailey Elect Cesar Conde Elect Lan M. Cook Elect Edith W. Cooper Elect Susan M. Diamond Elect Susan M. Diamond Elect Brian Dublon Elect Dane Dublon Elect Dave J. Lewis Elect Dave J. Lewis Elect Dave J. Lewis Elect David C. Page Elect Albert C. Pohlad Elect Daniel Luzius Vasella Elect Darien Malker Elect Alberto Weisser Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks Shareholder Proposal Regarding Report on Flexible Plastic Packaging	For 3 Years Against Against For For For For For For For For For Fo	For 1 Year For For For For For For For F	Provisions An annual advisory vote on executive compensation is in the best interests of shareholders Allowing one vote per share generally operates as a safeguard for common shareholders The auditor's tenure is excessive. The auditor's tenure is excessive. Supporting this proposal is in the best interests of shareholders. Supporting this proposal is in the best interests of shareholders.

S&P Global Inc	5/7/2025	US78409V1044	Management	Elect William D. Green	For	For	
S&P Global Inc	5/7/2025	US78409V1044		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 S&P Global Inc	5/7/2025 5/7/2025	US78409V1044 US78409V1044	Management Management	Advisory Vote on Executive Compensation Ratification of Auditor	For For	For Against	The auditor's tenure is
SAF Global IIIC	3/1/2023	03/040971044	wanagement	Ratification of Additor	Pol	Against	excessive.
S&P Global Inc	5/7/2025	US78409V1044		Shareholder Proposal Regarding Amendment to Clawback Policy	Against	For	
Service Corp. International	5/6/2025	US8175651046	Management	Elect Alan R. Buckwalter, III	For	For	The second secon
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	For	
Service Corp. International Service Corp. International	5/6/2025	US8175651046 US8175651046	Management Management	Elect John B. (Thad) Hill, III 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	The periods is a male
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
Service Corp. International	5/6/2025	US8175651046	Management	Advisory Vote on Executive Compensation	For	Against	excessive. 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. Thermo Fisher Scientific Inc.	5/21/2025	US8835561023 US8835561023	Management	Elect C. Martin Harris Elect Tyler Jacks	For For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management Management	Elect Jennifer M. Johnson	For	For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023		Elect R. Alexandra Keith		For	
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	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. Thermo Fisher Scientific Inc.	5/21/2025	US8835561023 US8835561023	Management	Elect Scott M. Sperling Elect Dion J. Weisler	For	For	
Thermo Fisher Scientific Inc.	5/21/2025 5/21/2025	US8835561023	Management Management	Advisory Vote on Executive Compensation	For	For Against	Pay for performance disconnect; Concerning pay practices
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Thermo Fisher Scientific Inc.	5/21/2025	US8835561023	ShareHolder	Shareholder Proposal Regarding Length of Share Ownership Required to	Against	Against	excessive.
Tractor Supply Co.	5/15/2025	US8923561067	Management	Call Special Meetings Elect Harry A. Lawton III	For	For	
Tractor Supply Co.	5/15/2025	US8923561067 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. Tractor Supply Co.	5/15/2025 5/15/2025	US8923561067 US8923561067	Management Management	Elect André J. Hawaux Elect Denise L. Jackson	For	For Against	Adopted forum selection
Tractor Supply Co.	5/15/2025	US8923561067	Management	Elect Ramkumar Krishnan	For	For	clause in past year w/o shareholder approval
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 Advaithi	For	For	
Uber Technologies Inc Uber Technologies Inc	5/5/2025 5/5/2025	US90353T1007 US90353T1007	Management Management	Elect Turqi Alnowaiser Elect Ursula M. Burns	For 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 Uber Technologies Inc	5/5/2025	US90353T1007 US90353T1007	Management Management	Elect John A. Thain Elect David Trujillo	For	For Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Uber Technologies Inc	5/5/2025	US90353T1007	Management	Elect Alexander R. Wynaendts	For	For	
Uber Technologies Inc Uber Technologies Inc	5/5/2025 5/5/2025	US90353T1007 US90353T1007	Management Management	Advisory Vote on Executive Compensation Ratification of Auditor	For 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
Verra Mobility Corp	5/20/2025	US3828671095	Management	Elect Cynthia A. Russo	For	For	SASR

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	, ,	Ratification of Auditor	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046		Elect Elizabeth L. Axelrod	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046		Elect Frank D. Gibeau	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046		Elect Matthew J. Reintjes	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046		Advisory Vote on Executive Compensation	For	For	
YETI Holdings Inc	5/1/2025	US98585X1046	, ,	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		Elect Willie M. Reed	For	For	
Zoetis Inc	5/21/2025	US98978V1035		Elect Mark Stetter	For	For	
Zoetis Inc	5/21/2025	US98978V1035		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 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	, ,	Elect Vanessa Broadhurst	For	For	
Zoetis Inc	5/21/2025	US98978V1035	, ,	Elect Frank A. D'Amelio	For	For	
Zoetis Inc	5/21/2025	US98978V1035	Management	Elect Gavin D. K. Hattersley	For	For	



Proxy Voting Summary Results 1 April - 30 April 2025

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Hermes International	4/30/2025	FR0000052292		Accounts and Reports; Non Tax-Deductible Expenses	For	For	
Hermes International	4/30/2025	FR0000052292	Management	Consolidated Accounts and Reports	For	For	
		FR0000052292					
Hermes International	4/30/2025				For	For	
Hermes International	4/30/2025	FR0000052292	Management	Allocation of Profits/Dividends	For	For	
Hermes International	4/30/2025	FR0000052292		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
Hermes International	4/30/2025	FR0000052292	Management	2024 Remuneration of Émile Hermès SAS, General Managing Partner	For	Against	design Insufficient response to shareholder dissent; Increase
Hermes International	4/30/2025	FR0000052292	Management	2024 Remuneration of Éric de Seynes, Supervisory Board Chair	For	For	is excessive; Poor overall design
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		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		Elect Julie Guerrand	For	For	
Hermes International	4/30/2025	FR0000052292		Elect Cécile Béliot-Zind	For	For	
Hermes International	4/30/2025	FR0000052292		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		Authority to Increase Capital Through Capitalisations	For	For	
Hermes International	4/30/2025	FR0000052292		Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For	
				Authority to Issue Shares and Convertible Debt w/ Preemptive Rights			Potential dilution average
Hermes International	4/30/2025	FR0000052292	Management	Authority to issue onares 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	recommended threshold
Hermes International							Potential dilution exceeds
nemes international	4/30/2025	FR0000052292	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	FOI	Against	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	For	Against	Potential dilution exceeds
				(Qualified Investors)		1	recommended threshold
Hermes International	4/30/2025	FR0000052292	Management	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of	For	Against	Not in shareholders' best
Hermes International	4/30/2025	FR0000052292	Management	Assets	F	Against	interests Not in shareholders' best
nernes international	4/30/2025	FR0000052292	Management	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	FOI	Against	interests
Hermes International	4/30/2025	FR0000052292	Management	Authorisation of Legal Formalities	For	For	litterests
L'Oreal	4/29/2025	FR0000120321		Consolidated Accounts and Reports	For	For	
				·			
L'Oreal	4/29/2025	FR0000120321			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		Elect Nicolas Hieronimus	For	For	
L'Oreal	4/29/2025	FR0000120321	Management	Elect Paul Bulcke	For	Against	The nominee is a male
L'Oreal	4/29/2025	FR0000120321	Management	Elect Alexandre Ricard	For	For	and/or governance committee and there is insufficient female representation on the board of directors.
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			For	For	
L'Oreal	4/29/2025	FR0000120321	Management	2025 Remuneration Policy (Board of Directors)	For	For	
L'Oreal	4/29/2025	FR0000120321		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		Authority to Increase Capital Through Capitalisations	For	For	
L'Oreal	4/29/2025	FR0000120321		Authority to Increase Capital in Consideration for Contributions In Kind		For	
L Oleai	4/29/2025	FR0000120321	Management	Authority to increase Capital in Consideration for Contributions in Kind	For	FOI	
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		Amendments Regarding Written Consultations	For	For	1
L'Oreal	4/29/2025	FR0000120321		Amendments Regarding Written Consultations 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		Accounts and Reports	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Accounts and Reports	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Consolidated Accounts and Reports	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Allocation of Profits/Dividends	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Special Auditors Report on Regulated Agreements	For	Against	Insufficient response to shareholder dissent; Poor
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Ratification of Co-Option of Wei Sun Christianson	For	For	disclosure
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014		Elect Bernard Arnault	For	For	
Lymh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014 FR0000121014		Elect Sophie Chassat	For		The nominee serves on the
,			Management			Against	ESG committee and the company does not report to SASB.
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Elect Clara Gaymard	For	For	
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Elect Hubert Védrine	For	Against	The nominee serves on the ESG committee and the company does not report to
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2024 Remuneration Report	For	Against	SASB. Insufficient response to
E WOOL FIGHINGSSY LOUIS VUILLOTT SE	41112020		Management	EUE T TROMUNICIANION TROPORT		, wantot	shareholder dissent
Lvmh Moet 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
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2024 Remuneration of Antonio Belloni, Former Deputy CEO (until April 18, 2024)	For	Against	disclosure Insufficient response to shareholder dissent; Discretionary awards; Poor overall design; Poor overall compensation disclosure
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	2025 Remuneration Policy (Board of Directors)	For	For	

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 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
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Issue Shares and Convertible Debt Through Private Placement	For	Against	recommended threshold Potential dilution exceeds
Evilli Wood Fichinessy Edula Valtori de	4/1//2020	110000121014	Wallagement	(Qualified Investors)	l G	Agamat	recommended threshold
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Greenshoe	For	Against	Potential dilution exceeds
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Increase Capital in Case of Exchange Offers	For	Against	recommended threshold Potential dilution exceeds
Evilla Moder Ionnoody Edulo Vallen GE			managomoni	Traditionly to more deep capital in case of Exertaings criticis		riganiot	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
Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014	Management	Authority to Grant Stock Options	For	Against	recommended threshold Poor overall compensation
<u> </u>				·		-	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	
Lymh Moet Hennessy Louis Vuitton SE	4/17/2025	FR0000121014 FR0000121014	Management	Global Ceiling on Capital Increases	For For	For	
Lvmh Moet Hennessy Louis Vuitton SE Lvmh Moet Hennessy Louis Vuitton SE	4/17/2025 4/17/2025	FR0000121014 FR0000121014	Management Management	Amendments to Articles Regarding the Chair and CEO's Age Limits Amendments to Articles	For	For	
Hong Kong Exchanges and Clearing Ltd.	4/30/2025	HK0388045442	Management		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
Moncler SPA	4/16/2025	IT0004965148	Management	Remuneration Report	For	Against	shareholder 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	Detection or 6'11 ('
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	Undetermined	For	
M. J. ODA	1/10/0005	IT0004005440		Share Capital	-	-	
Moncler SPA ASML Holding NV	4/16/2025 4/23/2025	IT0004965148 NL0010273215	Management	Directors' Fees Remuneration Report	For For	For	
ASML Holding NV	4/23/2025	NL0010273215 NL0010273215	Management 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
ASML Holding NV	4/23/2025	NL0010273215	Management	Elect Karien van Gennip to the Supervisory Board	For	Against	SASB. The nominee serves on the ESG committee and the company does not report to
ASML Holding NV	4/23/2025	NL0010273215	Management	Appointment of Auditor	For	For	SASB.
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;	For	For	
ASML Holding NV	4/23/2025	NL0010273215	Management	5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for	For	For	
ASML Holding NV	4/23/2025	NE0010273215	Management	M&A Purposes)	FOI	FOI	
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			For	
Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Appointment of Auditor for Sustainability Reporting	For	For	
Be Semiconductor Industries NV Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management	Accounts and Reports	For	For	
Be Semiconductor Industries NV Be Semiconductor Industries NV	4/23/2025	NL0012866412	Management		For	For	
Be Semiconductor Industries NV Be Semiconductor Industries NV	4/23/2025 4/23/2025	NL0012866412 NL0012866412	Management Management	Ratification of Management Board Acts Ratification of Supervisory Board Acts	For For	For	
Be Semiconductor Industries NV 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				Voting List	For	For	
Assa Abloy AB	4/23/2025	SE0007100581	Management				
Assa Abloy AB	4/23/2025	SE0007100581	Management	Agenda	For	For	
Assa Abloy AB	4/23/2025 4/23/2025	SE0007100581 SE0007100581	Management Management	Agenda Minutes	For For	For	
	4/23/2025 4/23/2025 4/23/2025	SE0007100581 SE0007100581 SE0007100581	Management Management Management	Agenda Minutes Compliance with the Rules of Convocation	For For	For For	
Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581 SE0007100581 SE0007100581 SE0007100581	Management Management Management Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports	For For For	For For	
Assa Abloy AB Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581	Management Management Management Management Management Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends	For For For For	For For For	
Assa Abloy AB Assa Abloy AB Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581	Management Management Management Management Management Management Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts	For For For For For	For For For For	
Assa Abloy AB Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581	Management Management Management Management Management Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends	For For For For	For For For	
Assa Abloy AB Assa Abloy AB Assa Abloy AB Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	\$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581	Management Management Management Management Management Management Management Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size	For For For For For For For	For For For For For	
Assa Abloy AB Assa Abloy AB Assa Abloy AB Assa Abloy AB Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	\$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581 \$E0007100581	Management Management Management Management Management Management Management Management Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees	For For For For For For For For For	For For For For For For	Board is not sufficiently independent; No independent lead or presiding director; Committee size
Assa Abioy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors	For	For For For For For For For Against	independent; No independent lead or presiding director;
Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors Appointment of Auditor Remuneration Report	For	For	independent; No independent lead or presiding director;
Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581 SE0007100581	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors	For	For	independent; No independent lead or presiding director; Committee size The compensation plan has no ties between compensation and sustainability. Short performance period; Poor compensation structure/performance
Assa Abioy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors Appointment of Auditor Remuneration Report Authority to Repurchase and Reissue Shares	For	For For For For For For For For For Against For	independent; No independent lead or presiding director; Committee size The compensation plan has no ties between compensation and sustainability. Short performance period; Poor compensation
Assa Abloy AB	4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025 4/23/2025	SE0007100581	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors Appointment of Auditor Remuneration Report Authority to Repurchase and Reissue Shares Adoption of Share-Based Incentives (LTIP 2025)	For	For For For For For For For For Against For Against	independent; No independent lead or presiding director; Committee size The compensation plan has no ties between compensation and sustainability. Short performance period; Poor compensation structure/performance
Assa Abloy AB Nestle SA Nestle SA Nestle SA	4/23/2025 4/23/2025	SE0007100581	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors Appointment of Auditor Remuneration Report Authority to Repurchase and Reissue Shares Adoption of Share-Based Incentives (LTIP 2025) Accounts and Reports Compensation Report Report on Non-Financial Matters	For	For For For For For For For Against Unvoted Unvoted Unvoted	independent; No independent lead or presiding director; Committee size The compensation plan has no ties between compensation and sustainability. Short performance period; Poor compensation structure/performance
Assa Abloy AB	4/23/2025 4/16/2025 4/16/2025 4/16/2025 4/16/2025	SE0007100581	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors Appointment of Auditor Remuneration Report Authority to Repurchase and Reissue Shares Adoption of Share-Based Incentives (LTIP 2025) Accounts and Reports Compensation Report Compensation Report Remort on Non-Financial Matters Ratification of Board and Management Acts	For	For For For For For For For Against For Against Unvoted Unvoted Unvoted Unvoted Unvoted	independent; No independent lead or presiding director; Committee size The compensation plan has no ties between compensation and sustainability. Short performance period; Poor compensation structure/performance
Assa Abloy AB	4/23/2025 4/23/2025	SE0007100581 CH0038863350 CH0038863350 CH0038863350 CH0038863350 CH0038863350 CH0038863350	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors Appointment of Auditor Remuneration Report Authority to Repurchase and Reissue Shares Adoption of Share-Based Incentives (LTIP 2025) Accounts and Reports Compensation Report Report on Non-Financial Matters Report on Non-Financial Matters Report on Orbidends Adocation of Dividends Allocation of Dividends	For	For For For For For For Against For Against Unvoted Unvoted Unvoted Unvoted Unvoted Unvoted Unvoted Unvoted Unvoted	independent; No independent lead or presiding director; Committee size The compensation plan has no ties between compensation and sustainability. Short performance period; Poor compensation structure/performance
Assa Abloy AB	4/23/2025 4/16/2025 4/16/2025 4/16/2025 4/16/2025	SE0007100581	Management	Agenda Minutes Compliance with the Rules of Convocation Accounts and Reports Allocation of Profits/Dividends Ratification of Board and CEO Acts Board Size Directors' Fees Authority to Set Auditor's Fees Election of Directors Appointment of Auditor Remuneration Report Authority to Repurchase and Reissue Shares Adoption of Share-Based Incentives (LTIP 2025) Accounts and Reports Compensation Report Compensation Report Remort on Non-Financial Matters Ratification of Board and Management Acts	For	For For For For For For For Against For Against Unvoted Unvoted Unvoted Unvoted Unvoted	independent; No independent lead or presiding director; Committee size The compensation plan has no ties between compensation and sustainability. Short performance period; Poor compensation structure/performance

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Nestle SA Nestle SA	4/16/2025 4/16/2025	CH0038863350 CH0038863350	Management Management	Elect Renato Fassbind Elect Hanne Jimenez de Mora	For For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Dick Boer	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Patrick Aebischer	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Dinesh C. Paliwal	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Lindiwe Majele Sibanda	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Chris Leong	For	Unvoted	
Nestle SA Nestle SA	4/16/2025 4/16/2025	CH0038863350 CH0038863350	Management Management	Elect Luca Maestri Elect Rainer M. Blair	For For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Marie-Gabrielle Ineichen-Fleisch	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Geraldine Matchett	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Laurent Freixe	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	Management	Elect Dick Boer as Compensation Committee Member	For	Unvoted	
Nestle SA	4/16/2025	CH0038863350	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 CH0038863350	Management	Appointment of Independent Proxy	For	Unvoted	
Nestle SA Nestle SA	4/16/2025 4/16/2025	CH0038863350 CH0038863350	Management Management	Board Compensation Executive Compensation (Total)	For 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	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Richard Howes	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Elect Stephan R. Nanninga	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Vin Murria	For	For	
Bunzi pic Bunzi pic	4/23/2025 4/23/2025	GB00B0744B38 GB00B0744B38	Management Management	Elect Pamela J. Kirby Elect Jacky Simmonds	For For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Daniela Barone Soares	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Julia Wilson	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Appointment of Auditor	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Authority to Set Auditor's Fees	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Remuneration Report	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For	
Bunzi plc	4/23/2025	GB00B0744B38	Management	Authority to Repurchase Shares	For	For	
Bunzi plc	4/23/2025	GB00B0744B38	Management	Authority to Set General Meeting Notice Period at 14 Days	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Accounts and Reports	For	For	
Bunzl plc	4/23/2025	GB00B0744B38	Management	Final Dividend	For	For	
Bunzi pic	4/23/2025	GB00B0744B38	Management	Elect Peter Ventress	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Accounts and Reports	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect Andrew J. Sukawaty	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Remuneration Report	For	For	
RELX Pic RELX Pic	4/24/2025	GB00B2B0DG97	Management	Elect Bianca Tetteroo Final Dividend	For	For	
RELX Pic	4/24/2025 4/24/2025	GB00B2B0DG97 GB00B2B0DG97	Management Management	Elect Suzanne H. Wood	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Appointment of Auditor	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Authority to Issue Shares w/ Preemptive Rights	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Authority to Set Auditor's Fees	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Authority to Issue Shares w/o Preemptive Rights	For	For	
RELX Pic	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	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Investment) Elect Paul A. Walker	For	For	
RELX Pic	4/24/2025	GB00B2B0DG97	Management	Authority to Repurchase Shares	For	For	
RELX Plc	4/24/2025	GB00B2B0DG97	Management	Elect Erik Engstrom	For	For	
RELX Pic	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 Pic	4/24/2025	GB00B2B0DG97	Management	Elect Charlotte Hogg	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Cristiano R. Amon	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Amy L. Banse	For	For	
Adobe Inc	4/22/2025	US00724F1012	Management	Elect Melanie Boulden	For	For	
Adobe Inc Adobe Inc	4/22/2025 4/22/2025	US00724F1012 US00724F1012	Management Management	Elect Frank A. Calderoni Elect Laura B. Desmond	For For	For	
Adobe Inc	4/22/2025	US00724F1012 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 Adobe Inc	4/22/2025	US00724F1012	Management Management	Amendment to the 2019 Equity Incentive Plan	For	For	The auditor's topurs :-
	4/22/2025	US00724F1012	, and the second	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. Leonsis	For	Against	Affiliate/Insider on compensation committee; Affiliate/Insider on nominating/governance committee

	4/00/0005	US0258161092	lw	Fl. (D.)	F		
American Express Co. American Express Co.	4/29/2025 4/29/2025	US0258161092 US0258161092	Management Management	Elect Deborah P. Majoras Elect Karen L. Parkhill	For For	For	
American Express Co. American Express Co.	4/29/2025	US0258161092	Management	Elect Charles E. Phillips, Jr.	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Lynn A. Pike	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Stephen J. Squeri	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Daniel Luzius Vasella	For	For	
American Express Co.	4/29/2025	US0258161092	Management	Elect Lisa W. Wardell	For	For	
American Express Co. American Express Co.	4/29/2025 4/29/2025	US0258161092 US0258161092	Management Management	Elect Christopher D. Young Ratification of Auditor	For	For Against	The auditor's tenure is
American Express Co.	4/29/2023	030236101092	wanagement	Natification of Addition	Poi	Against	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 Broadcom Inc	4/21/2025 4/21/2025	US11135F1012 US11135F1012	Management	Elect Kenneth Y. Hao Elect Eddy W. Hartenstein	For For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management Management	Elect Check Kian Low	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Justine F. Page	For	For	
Broadcom Inc	4/21/2025	US11135F1012	Management	Elect Henry S. Samueli	For	Against	The nominee serves as Chair of the board of a 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 Broadcom Inc	4/21/2025 4/21/2025	US11135F1012 US11135F1012	Management Management	Elect Harry L. You Ratification of Auditor	For For	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	C
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 Coca-Cola Co	4/30/2025 4/30/2025	US1912161007 US1912161007	Management Management	Elect Amity Millhiser Elect James Quincey	For 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 Caroline 3. Tsay	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Advisory Vote on Executive Compensation	For	For	
Coca-Cola Co	4/30/2025	US1912161007	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	Against	For	excessive. Supporting this proposal is in the best interests of
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Report on Food Waste	Against	Against	shareholders.
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Formation of Improper Influence Committee	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Eliminating DEI Goals from Compensatio	Against	Against	
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Inducements Shareholder Proposal Regarding Report on Brand Image Impacts	Against	Against	
Coca-Cola Co	4/30/2025	US1912161007	ShareHolder	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Thomas F. Frist III	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Samuel N. Hazen	For	For	
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Robert J. Dennis	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Nancy-Ann DeParle	For	Against	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 reporting
HCA Healthcare Inc HCA Healthcare Inc	4/24/2025 4/24/2025	US40412C1018 US40412C1018	Management Management	Elect William R. Frist Elect Hugh F. Johnston	For	For Against	Serves on too many boards
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Michael W. Michelson	For	For	SS. VGS OIT IOO HIATIY DUALUS
HCA Healthcare Inc	4/24/2025	US40412C1018	wartagement Management	Elect Wayne J. Riley	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Elect Andrea B. Smith	For	For	
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Ratification of Auditor	For	Against	The auditor's tenure is
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Advisory Vote on Executive Compensation	For	For	excessive.
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Amendment to the 2020 Stock Incentive Plan	For	For	
HCA Healthcare Inc	4/24/2025	US40412C1018	Management	Amendment to Certificate of Incorporation Regarding Officer Exculpation	For	Against	Amendment is not in best
HCA Healthcare Inc	4/24/2025	US40412C1018	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	For	interests of shareholders Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding

HCA Healthcare Inc	4/24/2025	US40412C1018	ShareHolder		Against	For	Supporting this proposal is in
				Safety			the best interests of shareholders.
HCA Healthcare Inc	4/24/2025	US40412C1018	ShareHolder	Shareholder Proposal Regarding Report on Impact of Hospital Acquisitions	Against	For	Adoption of this proposal could provide decision-useful
							information for investors
	4/24/2025	US4781601046	Management	Elect Darius Adamczyk	For	For	
	4/24/2025 4/24/2025	US4781601046 US4781601046		Elect Mary C. Beckerle Elect Jennifer A. Doudna	For For	For For	
	4/24/2025	US4781601046		Elect Joaquin Duato	For	For	
	4/24/2025	US4781601046			For	For	
	4/24/2025 4/24/2025	US4781601046 US4781601046		Elect Paula A. Johnson Elect Hubert Joly	For For	For For	
	4/24/2025	US4781601046		Elect Mark B. McClellan	For	For	
	4/24/2025	US4781601046		Elect Mark A. Weinberger	For	For	
	4/24/2025 4/24/2025	US4781601046 US4781601046		Elect Nadja Y. West Elect Eugene A. Woods	For For	For	
	4/24/2025	US4781601046		Advisory Vote on Executive Compensation	For	For	
Johnson & Johnson	4/24/2025	US4781601046	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Johnson & Johnson	4/24/2025	US4781601046	ShareHolder	Shareholder Proposal Regarding Severance Approval Policy	Against	Against	excessive.
Johnson & Johnson	4/24/2025	US4781601046	ShareHolder	Shareholder Proposal Regarding Human Rights Impact Assessment	Against	Against	
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Jorge A. Bermudez	For		The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
	4/15/2025	US6153691059			For	For	
	4/15/2025 4/15/2025	US6153691059 US6153691059	Management Management	Elect Robert Fauber Elect Vincent A. Forlenza	For	For Against	The company is not a UNGC
moody 8 COIP.	4/15/2025	US6153691059	mandgellen	Leon Vincolit A. FOIIBLES	1 35	AJGIIISI.	Ine company is not a UNICU participant or signatory or the Hurman Rights Policy does not align with UDHR;. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors;. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
							member of the nominating and/or governance committee and there is insufficient female representation on the board of directors. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Moody's Corp.	4/15/2025	US8153691059	Management	Elect Jose M. Minaya	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Leslie Seidman	For	Against	Vote against the chair of the nomination or governance committee if the company does not disclose EEO1
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Zig Serafin	For	Against	reportino. The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
Moody's Corp.	4/15/2025	US6153691059	Management	Elect Bruce Van Saun	For	Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of directors.
	4/15/2025	US6153691059			For	For	C
	4/15/2025 4/15/2025	US6153691059 US6153691059		Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy	For Against	Against Against	Concerning pay practices
	4/22/2025	US55354G1004		Elect Robert G. Ashe	For	For	
	4/22/2025	US55354G1004	Management	Elect Henry A. Fernandez	For	For	
	4/22/2025 4/22/2025	US55354G1004 US55354G1004			For For	For	
	4/22/2025	US55354G1004		Elect C.D. Baer Pettit	For	For	
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March Marc	MSCI Inc	4/22/2025	US55354G1004	Management	Elect Sandy C. Rattray	For	For	
Modern								
Margine Marg								T
Mile				-				participant or signatory or the Human Rights Policy does not
March Califor Califo								
Miles								
MESIECE VESTIGN VES								
Microsophe								
Designation Colored								
The Companies 40000 VETTER 100 Wesperson Desiration Control Train Wesperson Accordance 100 Wesperson Desiration Control Train Wesperson Service Control Wesper								
Marganest Marg	Pool Corporation	4/30/2025		Management	Elect Peter D. Arvan	For	For	
## PATE COMMAN CASCALL Management Date to Authors Pate	Pool Corporation	4/30/2025	US73278L1052	Management		For	For	
Part	Pool Corporation	4/30/2025	US73278L1052	Management	Elect James D. Hope	For	Against	
Moderate								and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Machine Mach								
No. Controls	Pool Corporation	4/30/2025	US73278L1052	Management	Elect Debra S. Oler	For	For	
Proc. Proc	Pool Corporation	4/30/2025	US73278L1052	Management	Elect Manuel J. Perez de la Mesa	For	For	
Proc. Proc	Pool Corporation	4/30/2025	US73278L1052	Management	Elect Carlos A. Sabater	For	Against	The nominee is a male
Part Cryptotion								and/or governance committee and there is insufficient female representation on the board of directors; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Part	Pool Corporation	4/30/2025	US73278L1052	Management	Elect John E. Stokely	For	Against	participant or signatory or the Human Rights Policy does not
EEC reports	Pool Corporation	4/30/2025	US73278L1052	Management	Elect David G. Whalen	For	Against	member of the nominating and/or governance committee and there is insufficient female representation on the board of directors; Vote against the chair of the nomination or governance committee if the
Post Comparation AD0000000 INSTITUTE 1050 Management								EEO1 reporting.; The nominee is a male member of the nominating and/or governance committee and there is insufficient female representation on the board of
Read Carporation Agricult Management Advancery Victo on Executive Compensation For Agricult The compensation and suparametric Read Markey For For Read	Pool Corporation	4/30/2025	US73278L1052	Management	Ratification of Auditor	For	Against	
PRO Industries, Inc. 4170205 US8959561078 Management Deck Garly F. Hemitype For Fo	Pool Corporation	4/30/2025	US73278L1052	Management	Advisory Vote on Executive Compensation	For	Against	The compensation plan has no ties between compensation
PRO Industries, Inc. 4170205 US8959561078 Management Deck Garly F. Hemitype For Fo	PPG Industries Inc	4/17/2025	11S6935061076	Management	Flect Kathy I Fortmann	For	For	
PRO Industries, Inc.								
PRG Rodulstries, No.								
PRO Industries, No.								
PRO Industries, Inc.								
PRG Industries, Inc.	PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Michael W. Lamach	For	For	
PRG Haddelines, Inc.				Management		For		
PROF Industries, Inc.	PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Michael T. Nally	For	For	
PPG Industries, Inc. 4/17/2025 US6935061076 Management Elect Christopher N. Roberts III For For Operation committee PPG Industries, Inc. 4/17/2025 US6935061076 Management Elect Catherine R. Smith For Port Against participant or signatury or the adaptive of the adaptive process of the Company is not a UNCC participant or signatury or the adaptive process of the Company is not a UNCC participant or signatury or the adaptive process or the nomination of the Company is not a UNCC participant or signatury or the adaptive process or the nomination of the Company is not a UNCC participant or signatury or the adaptive process or the nomination or property. Inc. 4/10/2025 US6935061076 Shate-folder Phoposial Regarding Severance Approval Policy Against Against Against Processing and the Company is not a UNCC participant or signatury or the adaptive process or the nomination of the Company is not a UNCC participant or signatury or the adaptive process or the nomination or property. Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For For For Synopsys, Inc. 4/10/2025 US9710071076 Management Elect John G. Schwarz For								
PPG Industries, Inc. 417/2025 US8935061076 Management Advisorry Vote on Executive Compensation PPG Industries, Inc. 417/2025 US8935061076 Management Advisorry Vote on Executive Compensation PPG Industries, Inc. 417/2025 US8935061076 Management Advisorry Vote on Executive Compensation PPG Industries, Inc. 417/2025 US8935061076 Management Advisorry Vote on Executive Compensation PPG Industries, Inc. 417/2025 US8935061076 Management Shareholder							-	compensation committee
PPG Industries, Inc.	,							
PRG Industries, Inc. 4/17/2025 U\$8939061076 Shareholder Shareh	PPG Industries, Inc.	4/17/2025	US6935061076	Management	Elect Catherine R. Smith	For	Against	participant or signatory or the Human Rights Policy does not
PRG Industries, Inc. A4/17/2025 US88395081076 Shareholder Shar	PPG Industries, Inc.	4/17/2025	US6935061076	Management	Advisory Vote on Executive Compensation	For	For	
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Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Luis A, Borgen For For Against The nomines terves on the nominating and/or governance committee and the diversity described by the committee and the diversity disclosure rating is poor. Yote against the chair of the nominating and/or governance committee if the company does not disclose EEO1 secretarily as poor. Yote against the chair of the nomination or governance committee if the company does not disclose EEO1 secretarily as poor. Yote against the chair of the nomination or governance committee if the company does not disclose EEO1 secretarily as poor. Yote against the chair of the nomination or governance committee if the company does not disclose EEO1 secretarily as poor. Yote against the chair of the nomination or governance committee and the diversity discloser are the committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the diversity discloser are the nominating and/or governance committee and the d		4/10/2025						Human Rights Policy does not
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Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Mercedes Johnson For For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Mercedes Johnson For For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Robert G. Painter For Against The nomines serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nomines serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Amendment to the 2006 Employee Equity Incentive Plan For For	Synopsys, Inc. Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076	Management Management	Elect John G. Schwarz Elect Sassine Ghazi	For For	For For	Human Rights Policy does not
Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Bruce R. Chizen For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Mercedes Johnson For For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Robert G. Painter For Against The nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Amendment to the 2006 Employee Equity Incentive Plan For For	Synopsys, Inc. Synopsys, Inc. Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076	Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Luis A. Borgen	For For	For For	Human Rights Policy does not align with UDHR. The nominee serves an the nominating and/or governance committee and the diversity disclosure rating is poor; Vote against the chair of the nomination or governance
Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Mercedes Johnson For For For Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Robert G. Painter For Against The nomineal serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Elect Jeannine P. Sargent For Against The nomineal serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Amendment to the 2006 Employee Equity Incentive Plan For For	Synopsys, Inc. Synopsys, Inc. Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076	Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Luis A. Borgen	For For	For For	Human Rights Policy does not align with UDHR. The nominee serves 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
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nominating and/or governance committee and the diversity disclosure rating is poor. Synopsys, Inc. 4/10/2025 US8716071076 Management Amendment to the 2006 Employee Equity Incentive Plan For For	Synopsys, Inc. Synopsys, Inc. Synopsys, Inc. Synopsys, Inc. Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076	Management Management Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Luis A. Borgen Elect Janice D. Chaffin	For For For	For For Against	Human Rights Policy does not align with UDHR. The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1
	Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076 US8716071076	Management Management Management Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Luis A. Borgen Elect Janice D. Chaffin Elect Bruce R. Chizen Elect Mercedes Johnson	For For For For For For For For	For For Against For For For For	Human Rights Policy does not align with UDHR. The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor; Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 resorting. The nominee serves on the nominating and/or governance committee and the diversity
	Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076 US8716071076 US8716071076 US8716071076	Management Management Management Management Management Management Management Management	Elect John G. Schwarz Elect Sassine Ghazi Elect Lius A. Borgen Elect Janice D. Chaffin Elect Bruce R. Chizen Elect Mercedes Johnson Elect Robert G. Painter	For	For For Against For For Against	Human Rights Policy does not align with UDHR. The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 report of the nominating and/or governance committee and the diversity disclosure rating is poor. The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.
	Synopsys, Inc.	4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025 4/10/2025	US8716071076 US8716071076 US8716071076 US8716071076 US8716071076 US8716071076 US8716071076	Management	Elect John G. Schwarz Elect Sassine Ghazi Elect List A. Borgen Elect Janice D. Chaffin Elect Bruce R. Chizen Elect Mercedes Johnson Elect Robert G. Painter	For	For For Against For Against Against	Human Rights Policy does not align with UDHR. The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor. Vote against the chair of the nomination or governance committee if the company does not disclose EEO1 report of the nominating and/or governance committee and the diversity disclosure rating is poor. The nominee serves on the nominating and/or governance committee and the diversity disclosure rating is poor.

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



Proxy Voting Summary Results

1 March - 31 March 2025

ASSET MANAGEMENT							
Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
DSV AS	3/20/2025	DK0060079531	Management	Directors' Fees	For	For	Increase is excessive
DSV AS	3/20/2025	DK0060079531	Management	Authority to Repurchase Shares	For	For	
DSV AS	3/20/2025	DK0060079531	Management	Remuneration Report	For	For	Short performance period;
							Insufficient response to
DSV AS	3/20/2025	DK0060079531	Management	Remuneration Policy	For	For	shareholder dissent Poor overall design; Short
			-	,			performance period
DSV AS	3/20/2025	DK0060079531	Management	Elect Thomas Plenborg	For	For	
DSV AS	3/20/2025	DK0060079531	Management		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		For	For	
Novo Nordisk	3/27/2025	DK0060079331	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	·	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333 DK0062498333	Management	·	For	For	
	3,2,,2020		anagomotit	- FF	·		
Novo Nordisk	3/27/2025	DK0062498333	Management	Directors' Fees (2024)	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Directors' Fees (2025)	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For	
Novo Nordisk	3/27/2025	DK0062498333	Management	Elect Helge Lund as Chair	For	For	
Novo Nordisk	3/27/2025	DK0062498333	ShareHolder	Shareholder Proposal Regarding Collective Agreements for Contracted	Against	For	
Novo Nordisk		DK0062409222	Managama=+	Employees		For	
Novo Nordisk	3/27/2025	DK0062498333	Management		For	For	
Moncler SPA	3/20/2025	IT0004965148	Management	Amendments to Articles	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management		For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management		For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management		For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management		For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management		For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management		For	For	
Monotaro Co.Ltd Monotaro Co.Ltd	3/25/2025 3/25/2025	JP3922950005 JP3922950005	Management Management	Elect Mari Sagiya @ Mari Itaya Elect Hiroshi Miura	For For	For	The nominee is an executive
							company boards or the nominee is not an executive a public company and sits or more than five public compar boards.
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management	Elect Kiyoshi Nakashima	For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management		For	For	
Monotaro Co.Ltd	3/25/2025	JP3922950005	Management		For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management		For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	· ·	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management		For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management	Ratification of Auditor	For	Against	The auditor's tenure is
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Franklin K. Clyburn, Jr.	For	For	excessive.
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Steven H. Collis	For	Against	The nominee serves as Chai of the board of a tier 1 or 2 company which does not hav net zero targets.
Cencora Inc. Cencora Inc.	3/6/2025 3/6/2025	US03073E1055	Management Management	Elect D. Mark Durcan Elect Lon R. Greenberg	For	For Against	The nominee is a male member of the nominating and/or governance committee and there is insufficient fema representation on the board directors; The nominee is a male member of the nominating and/or governand committee and there is insufficient female representation on the board directors.
Cencora Inc.	3/6/2025	US03073E1055	Management	Elect Lorence H. Kim	For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management		For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management		For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management		For	For	
Cencora Inc.	3/6/2025	US03073E1055	Management		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 committe and there is insufficient fema representation on the board directors.; The nominee serves on the nominating and/or governance committe and the company have insufficient oversight of E&S issues; The nominee is a male member of the nominating and/or governanc committee and there is insufficient female representation on the board 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.



Proxy Voting

g Summary Results	1 February - 28 February 2025

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	
	2/19/2025	AU000000TNE8	Management	Remuneration Report	For	For	
Technology One			, ,				
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
, according pro	2/0/2020		managomoni	, pposition of radical and radionly to oct 1 oca		, gamat	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 no 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 Al Data Sourcing	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Apple Inc	2/25/2025	US0378331005	ShareHolder	Shareholder Proposal Regarding Transparency Report on CSAM Identifying Software	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Apple Inc	2/25/2025	US0378331005	ShareHolder	Shareholder Proposal Regarding Abolishing Inclusion and Diversity Program and Policies	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	EACESSIVE.
Rockwell Automation Inc	2/4/2025	US7739031091	Management	Elect Blake D. Moret	For	For	
	2/4/2025	US7739031091 US7739031091	Management	Elect Thomas W. Rosamilia	For	For	
Rockwell Automation Inc							



Proxy Voting Summary Results 1 January - 31 January 2025

Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
CGI Inc	1/29/2025	CA12532H1047	Management	Elect François Boulanger	For	For	Vote Note
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Serge Godin	For	Withhold	Multi-class share structure
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Alison C. Reed	For	For	with unequal voting rights
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Sophie Brochu	For	For	
CGI Inc				·		For	
CGI Inc	1/29/2025	CA12532H1047	Management	Elect Gilles Labbé	For	For	
	1/29/2025	CA12532H1047	Management	Elect George D. Schindler	For	1 01	
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	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Mary Agnes Wilderotter			
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 no align with UDHR.
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Advisory Vote on Executive Compensation	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Sally Jewell	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	ShareHolder	Shareholder Proposal Regarding Report on Risks of Maintaining DEI Efforts	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect Jeffrey S. Raikes	For	For	
Costco Wholesale Corp	1/23/2025	US22160K1051	Management	Elect John W. Stanton	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Ratification of Auditor	For	For	
Visa Inc	1/28/2025	US92826C8394	ShareHolder	Shareholder Proposal Regarding Report on Benefits and Health Program	Against	Against	This proposal has been
visa iiic	1/20/2023	039202000394	Shareriolder	Gaps	Agailst	ryansi	labeled as "Anti-ESG" due to the shareholder proponent.
Visa Inc	1/28/2025	US92826C8394	ShareHolder	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Against	Against	This proposal has been labeled as "Anti-ESG" due to the shareholder proponent.
Visa Inc	1/28/2025	US92826C8394	ShareHolder	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns
Visa Inc	1/28/2025	US92826C8394	ShareHolder	Shareholder Proposal Regarding Lobbying Report	Against	Against	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Lloyd A. Carney	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Ryan McInerney	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Kermit R. Crawford	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Denise M. Morrison	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Francisco Javier Fernández Carbajal	For	For	
				·			
Visa Inc	1/28/2025	US92826C8394	Management	Elect Pamela Murphy	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Ramon L. Laguarta	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Linda J. Rendle	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Teri L. List	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect Maynard G. Webb, Jr.	For	For	
Visa Inc	1/28/2025	US92826C8394	Management	Elect John F. Lundgren	For	Against	The company is not a UNGC participant or signatory or the Human Rights Policy does not align with UDHR.
Visa Inc	1/28/2025	US92826C8394	Management	Advisory Vote on Executive Compensation	For	For	



Issuer Name Elders Limited							
Elders Limited	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
	12/19/2024	AU000000ELD6	Management	REMUNERATION REPORT	For	Against	Shareholder responsiveness
							concerns; Disclosure
Eller Device	40/40/0004	ALIOGOGOGEI DO		FL 18 : F 1	-		concerns
Elders Limited	12/19/2024	AU000000ELD6	Management	*	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management		For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management		For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Equity Grant (MD/CEO Mark Allison)	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Approve Financial Assistance (IPST Holdings and each of its Subsidiaries)	For	For	
					_	_	
Elders Limited	12/19/2024	AU000000ELD6	Management	11	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	, , ,	For	For	
Elders Limited	12/19/2024	AU000000ELD6	Management	Board Spill (Conditional)	Against	Against	
National Australia Bank Limited	12/18/2024	AU000000NAB4	ShareHolder	Shareholder Proposal Regarding Transition Plan Assessments	Against	For	Supporting this proposal is in
							the best interests of
National Australia Bank Limited	12/18/2024	AU000000NAB4	Management	Elect Warwick Hunt	For	For	shareholders.
National Australia Bank Limited National Australia Bank Limited	12/18/2024	AU000000NAB4	Management		For	Against	The compensation plan has no ties between compensation and sustainability.
National Australia Bank Limited	12/18/2024	AU000000NAB4	Management	Equity Grant (MD/CEO Deferred Rights)	For	For	
National Australia Bank Limited	12/18/2024	AU000000NAB4	Management		For	For	
National Australia Bank Limited	12/18/2024	AU000000NAB4	ShareHolder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Abstain	The shareholder proposal
							process is best facilitated through regulatory changes.
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Lars Søren Rasmussen	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Elect Niels Peter Louis-Hansen	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	+
					For		
Coloplast AS	12/5/2024	DK0060448595	Management			For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	For	
Coloplast AS	12/5/2024	DK0060448595	Management	Allocation of Profits/Dividends	For	For	
Coloplast AS	12/5/2024	DK0060448595	Management		For	Against	Share price hurdle
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management		For	For	· ·
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management		For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023		·	For	For	
			Management				
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management		For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management		For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management		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		For	For	
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Advisory Vote on Executive Compensation	For	Against	Pay for performance disconnect; Insufficient response to shareholder dissent
Cisco Systems, Inc.	12/9/2024	US17275R1023	Management	Ratification of Auditor	For	Against	Excessive Auditor Tenure.
Factset Research Systems Inc.	12/19/2024	US3030751057	Management	Elect Siew Kai Choy	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management	Elect Laurie G. Hylton	For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management		For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	Management		For	For	
,	12/19/2024				For	For	
Factset Research Systems Inc.		US3030751057	Management				
Factset Research Systems Inc.	12/19/2024	US3030751057	Management		For	For	
Factset Research Systems Inc.	12/19/2024	US3030751057	ShareHolder		Against	For	A 15% threshold for calling a special meeting is appropriate
	40/40/005	11050404040		Elect John W. Stanton		F	
Microsoft Corporation	12/10/2024	US5949181045	Management		for	For	
Microsoft Corporation	12/10/2024	US5949181045	Management		for	For	
		US5949181045 US5949181045	-	Elect Emma N. Walmsley			
Microsoft Corporation	12/10/2024	US5949181045	Management	Elect Emma N. Walmsley	for	For	Serves on too many boards
Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024	US5949181045 US5949181045	Management Management	Elect Emma N. Walmsley Elect Hugh F. Johnston	for for	For For	Serves on too many boards
Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation	for for	For For Against	Serves on too many boards
Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List	for for for for for	For For Against For For	
Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List	for for for for	For For Against For	The auditor's tenure is
Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Rattification of Auditor	for for for for for	For For Against For For	
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management Management ShareHolder	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vice on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons	for	For Against For Against For Against For	The auditor's tenure is
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management Management Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason	for for for for for for against	For For Against For For Against For For For For	The auditor's tenure is
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella	for	For For Against For Against For For For For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045 US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella	for	For For Against For For Against For For Against For For Against	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	for for for for for for for for for against for against for against	For For Against For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management Management ShareHolder	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson	for	For For Against For Against For Against For For Against For For For For Against	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder	Elect Emma N. Walmsley Elect Hugh F. Johnston Arbisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to	for for for for for for for for for against for against for against	For For Against For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Salya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production	for	For For Against For Against For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management Management ShareHolder	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Salya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production	for	For For Against For Against For Against For For Against For For For For Against	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation	for	For For Against For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management ShareHolder Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation	for	For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation ould be decision-useful for shareholders. This proposal has been
Microsoft Corporation	12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management ShareHolder Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	for	For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation could be decision-useful for shareholders. This proposal has been labeled as "Anti-ESG" due to
Microsoft Corporation	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management ShareHolder	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Richts Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	for for for for for for for for for against for against	For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Vote against board chair at tier 3 company, if the company
Microsoft Corporation	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management Management ShareHolder Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Salya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Charles W. Scharf Elect Steven R. Beauchamp	for	For For Against For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation and disinformation ould be decision-useful for shareholders. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Vote against board chair at tier 3 company, if the company does not have GHG targets. No tie between compensation
Microsoft Corporation Paylocity Holding Corp	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Charles W. Scharf Elect Steven R. Beauchamp Elect Linda M. Breard	for	For For Against For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Vote against board chair at tier 3 company, if the company does not have GHG targets. No tie between compensation
Microsoft Corporation	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management Management Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Proposal Regarding Report on Al Misinformation and Disinformation Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	for	For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Vote against board chair at tier 3 company, if the company does not have GHG targets. No tie between compensation
Microsoft Corporation	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management ShareHolder Management	Elect Emma N. Walmsley Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Cartherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Salya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Sas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Charles W. Scharf Elect Steven R. Beauchamp Advisory Vote on Executive Compensation Elect Linda M. Breard Elect Virginia G. Breen Elect Virginia G. Breen Elect Craig A. Conway	for	For For Against For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Vote against board chair at tier 3 company, if the company does not have GHG targets. No tie between compensation
Microsoft Corporation Paylocity Holding Corp	12/10/2024 12/10/2024	US5949181045	Management Management Management Management Management Management Management Management Management ShareHolder Management ShareHolder Management ShareHolder Management Management Management ShareHolder Management	Elect Hugh F. Johnston Advisory Vote on Executive Compensation Elect Teri L. List Ratification of Auditor Elect Catherine MacGregor Shareholder Proposal Regarding Risks of Developing Military Weapons Elect Mark Mason Shareholder Proposal Regarding Assessment of Investments in Bitcoin Elect Satya Nadella Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern Elect Sandra E. Peterson Shareholder Proposal Regarding Report on Risks of Providing Al to Facilitate New Oil and Gas Development and Production Elect Penny S. Pritzker Shareholder Proposal Regarding Report on Al Misinformation and Disinformation Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing Elect Carlos A. Rodriguez Shareholder Proposal Regarding Report on Risks of Al Data Sourcing	for	For For Against For	The auditor's tenure is excessive. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Information concerning exposure to risks related to misinformation and disinformation and disinformation could be decision-useful for shareholders. This proposal has been labeled as "Anti-ESG" due to the shareholder proponent. Vote against board chair at tier 3 company, if the company does not have GHG targets. No tie between compensation

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



Issuer Name	Meeting Date	ISIN	Proponent	Proposal Description	Management Recommendation	Vote Decision	Vote Note
Amcor Pic	11/7/2024	AU000000AMC4	Management	Elect Graeme R. Liebelt	For	Against	Vote against the company
Amcor 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 Pic	11/7/2024	AU000000AMC4	Management	Flect Susan K. Carter	For	For	
Amcor Pic	11/7/2024	AU000000AMC4	Management	Elect Graham A. Chipchase	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Lucrèce J.I. Foufopoulus-De Ridder	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Nicholas T. Long	For	For	
Amcor Plc	11/7/2024	AU000000AMC4	Management	Elect Arun Nayar	For	For	
Amcor Pic	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
Amcor Pic	11/7/2024	AU000000AMC4	Management	Ratification of Auditor	For	For	reportina.
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
Breville Group Limited	11/7/2024	AU000000BRG2	Management	Equity Grant (NED Rights)	Undetermined	For	package
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	provision
Breville Group Limited	11/7/2024	AU000000BRG2	Management	Equity Grant (MD/CEO Jim Clayton)	For	Against	Quantum of proposed LTPR
Coles Group Ltd	11/12/2024	AU0000030678	ShareHolder	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Abstain	grant; Change of control provisions The shareholder proposal
						_	process is best facilitated through regulatory changes.
Coles Group Ltd	11/12/2024	AU0000030678	ShareHolder	Shareholder Proposal Regarding Report on Impacts of Farmed Seafood	Against	For	
Coles Group Ltd	11/12/2024	AU0000030678	ShareHolder	Shareholder Proposal Regarding Ceasing to Procure Farmed Salmon from	Against	Against	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Macquarie Harbour Elect Peter K. Allen	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Elect Andrew Penn	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Re-elect Abigail (Abi) P. Cleland	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Re-elect Richard J. Freudenstein	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Remuneration Report	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Equity Grant -STI (MD/CEO Leah Weckert)	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Equity Grant - LTI (MD/CEO Leah Weckert)	For	For	
Coles Group Ltd	11/12/2024	AU0000030678	Management	Renew Proportional Takeover Provisions	For	For	
Computershare Ltd	11/14/2024	AU00000CPU5	Management	Re-elect Paul J. Reynolds	For	Against	Vote against the company chair when the company is n a UNGC participant or signatory OR the Human Rights Policy does not align with UDHR
Computershare Ltd	11/14/2024	AU000000CPU5	Management	Re-elect Lisa M. Gay	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	Management	Re-elect John Nendick	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	Management	Elect Gerrard B. Schmid	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	Management	REMUNERATION REPORT	For	For	
Computershare Ltd	11/14/2024	AU000000CPU5	Management	Equity Grant (CEO Stuart Irving FY2025 LTI)	For	For	
Endeavour Group Ltd	11/13/2024	AU0000154833	Management	Elect Ari Mervis	For	For	
Endeavour Group Ltd	11/13/2024	AU0000154833	Management	Elect Peter Margin	For	For	
Endeavour Group Ltd	11/13/2024	AU0000154833	Management	Remuneration Report	For	For	
Endeavour Group Ltd	11/13/2024	AU0000154833	Management	Equity Grant (MD/CEO Steve Donohue)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Ratify Placement of Securities (B&P Consideration Shares)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Equity Grant - STI (MD/CEO Andrew Blattman)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Equity Grant - LTI (MD/CEO Andrew Blattman)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Renew Proportional Takeover Provisions	For	For	
PH Limited	11/14/2024	AU000000011113	Management	Remuneration Report	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Re-elect Peter H. Warne	For	Against	Vote against board chair at tier 3 company, if the compa does not have GHG targets.
IPH Limited	11/14/2024	AU000000IPH9	Management	Ratify Placement of Securities (ROBIC Consideration Shares)	For	For	
PH Limited	11/14/2024	AU000000IPH9	Management	Ratify Placement of Securities (Placement Shares)	For	For	
Medibank Private Limited	11/13/2024	AU000000MPL3	Management	Re-elect Gerard Dalbosco	For	Against	Vote against the company chair when the company is ra uNGC participant or signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to sase.
Medibank Private Limited Medibank Private Limited	11/13/2024	AU000000MPL3	Management	Elect Jay Weatherill	For	Against	of tier 3 company, if the company does not report to SASB.
VICUIDAIN FIIVALE LIIIILEU	11/13/2024	AUUUUUUWIPLS	Management	Remuneration Report	I OI	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	
		AU000000NWL7			For		
letwealth Group Limited	11/20/2024		Management	Remuneration Report	For	For	
Netwealth Group Limited	11/20/2024	AU000000NWL7	Management	Re-elect Kate Temby		For	
letwealth 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
						J	of tier 3 company, if the company does not report to

Seek Limited	11/19/2024	AU000000SEK6	Management	Re-elect Graham B. Goldsmith	For	Against	Vote against the company chair when the company is not a UNGC participant or
							signatory OR the Human Rights Policy does not align with UDHR. Vote against ESG committee of tier 3 company, if the company does not report to
Seek Limited	11/19/2024	AU000000SEK6	Management	Re-elect Michael Wachtel	For	Against	Vote against ESG committee of tier 3 company, if the company does not report to SASB.
Seek Limited	11/19/2024	AU000000SEK6	Management	Re-elect Andrew R. Bassat	For	For	SASB.
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 Spark New Zealand Limited	11/19/2024	AU000000SEK6 NZTELE0001S4	Management Management	Approve Potential Termination Benefits Authority to Set Auditor's Fees	For Undetermined	For For	
Spark New Zealand Limited 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. Automatic Data Processing Inc.	11/6/2024	US0530151036 US0530151036	Management Management	Elect Maria Black Elect David V. Goeckeler	For For	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
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Scott F. Powers	For	For	with UDHR
Automatic Data Processing Inc. Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect 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	Oct ves on too many boards
Automatic Data Processing Inc.	11/6/2024	US0530151036	Management	Elect Sandra S. Wijnberg	For	For	
Broadridge Financial Soluttions, 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	WIII ODAR
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. Estee Lauder Cos., Inc.	11/14/2024	US11133T1034 US5184391044	Management Management	Elect Pamela L. Carter Elect Paul J. Fribourg	For For	For For	
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Elect Jennifer Y. Hyman	For	Withhold	Vote against the members of the nomination and governance committees if there is poor diversity disclosure rating.
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Elect Arturo Nuñez	For	For	disclosure rating.
Estee Lauder Cos., Inc.	11/8/2024	US5184391044	Management	Elect Barry S. Sternlicht	For	Withhold	Vote against the members of the nomination and governance committees if there is poor diversity 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 Elect Lisa M. Nelson	For For	For For	
Jack Henry & Associates, Inc. Jack Henry & Associates, Inc.	11/12/2024	US4262811015 US4262811015	Management 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 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 US4262811015	Management	Elect Thomas H. Wilson, Jr. Elect Thomas A. Wimsett	For For	For For	
Jack Henry & Associates, Inc. Jack Henry & Associates, Inc.	11/12/2024	US4262811015 US4262811015	Management Management	Elect Thomas A. Wimsett Elect Shruti S. Miyashiro	For	For	
Jack Henry & Associates, Inc. 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	050
Oracle Corp.	11/14/2024	US68389X1054	Management	Elect Safra A. Catz	For	Withhold	CFO on board
Oracle Corp. Oracle Corp.	11/14/2024	US68389X1054 US68389X1054	Management Management	Elect Bruce R. Chizen Elect George H. Conrades	For For	For Withhold	Ongoing compensation
		22300011007		9		· · · · · · · · · · · · · · · · · · ·	concerns; Insufficient response to shareholder dissent

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



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

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