VOTE SUMMARY REPORT

Date range covered: 01/04/2025 to 30/06/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Voting Statistics

	Total	Percent
Votable Meetings	27	
Meetings Voted	26	96.30%
Meetings with One or More Votes Against Management	13	48.15%
Votable Ballots	124	
Ballots Voted	120	96.77%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Manageme	nt Proposals	Shareholder	Proposals	All Proposals		
	Total	Percent	Total	Percent	Total	Percent	
Votable Proposals	608		18		626		
Proposals Voted	588	96.71%	18	100.00%	606	96.81%	
FOR Votes	556	91.45%	3	16.67%	559	89.30%	
AGAINST Votes	31	5.10%	15	83.33%	46	7.35%	
ABSTAIN Votes	0	0.00%	0	0.00%	0	0.00%	
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%	
Votes WITH Management	557	91.61%	15	83.33%	572	91.37%	
Votes AGAINST Management	31	5.10%	3	16.67%	34	5.43%	

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

AstraZeneca PLC

 Meeting Date: 11/04/2025
 Country: United Kingdom
 Ticker: AZN
 Proxy Level: N/A

 Record Date: 09/04/2025
 Meeting Type: Annual
 Meeting ID: 1928686

 Primary Security ID: G0593M107
 Primary CUSIP: G0593M107
 Primary ISIN: GB0009895292
 Primary SEDOL: 0989529

 Earliest Cutoff Date: 08/04/2025
 Total Ballots: 1
 Voting Policy: ISS
 Additional Policy:

 Votable Shares: 19,729
 Shares on Loan: 0
 Shares Instructed: 19,729
 Shares Voted: 19,729

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Dividends	Mgmt	Yes	For	For		For	For	No	No	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5a	Re-elect Michel Demare as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A voidentified. Item 5n A vote FOR this Director of Marcus Wallenberg holds a significant number Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into according to the support is: * All of his directorship those companies. Taking this factor into according to the support is: * All of his directorship those companies. Taking this factor into according to the support is the support i	is considered warran er of board roles at c s may undermine his os at listed companie	nted, althoug other publicl, ability to se es relate to h	nh it is not ly-listed co erve effecti his role at	without conc impanies in ac ively in his res Investor AB, g	ern for shareh ddition to his p spective roles. given its signif	olders: * oosition at The main				
	Blended Rationale: Items 5a to 5m A vote Fo Item 5n A vote FOR this Director is consider Wallenberg holds a significant number of boa Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into accounts.	ed warranted, althou ard roles at other pu s may undermine his os at listed companie	igh it is not i oblicly-listed is ability to se ses relate to h	without co companies erve effecti his role at	oncern for sha s in addition t ively in his res Investor AB, g	areholders: * N to his position of spective roles. given its signif	Marcus at the The main	in			
5b	Re-elect Pascal Soriot as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A voidentified. Item 5n A vote FOR this Director of Marcus Wallenberg holds a significant number Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into according	is considered warran er of board roles at c s may undermine his os at listed companie	nted, althoug other publicl, ability to se es relate to h	nh it is not ly-listed co erve effecti his role at	without conc impanies in ac ively in his res Investor AB, g	ern for shareh ddition to his p spective roles. given its signif	olders: * oosition at The main				
	Blended Rationale: Items 5a to 5m A vote FO Item 5n A vote FOR this Director is considered Wallenberg holds a significant number of boa Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into accounts	ed warranted, althou ard roles at other pu s may undermine his os at listed companie	igh it is not i ablicly-listed is ability to se es relate to h	without co companies erve effecti his role at	oncern for sha s in addition t ively in his res Investor AB, g	areholders: * N to his position of spective roles. given its signif	Narcus at the The main	· in			
5c	Re-elect Aradhana Sarin as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A voidentified. Item 5n A vote FOR this Director Marcus Wallenberg holds a significant number Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into according to the support is: * All of his directorship those companies. Taking this factor into according the support is: * All of his directorship those companies.	is considered warran er of board roles at c s may undermine his os at listed companie	nted, althoug other publicl, ability to se es relate to h	nh it is not ly-listed co erve effecti his role at	without conc impanies in ac ively in his res Investor AB, g	ern for shareh ddition to his p spective roles. given its signif	olders: * oosition at The main				
	Blended Rationale: Items 5a to 5m A vote Fo Item 5n A vote FOR this Director is consider Wallenberg holds a significant number of bo Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into acco	ed warranted, althou ard roles at other pu s may undermine his os at listed companie	igh it is not i oblicly-listed is ability to se ses relate to h	without co companies erve effecti his role at	oncern for sha s in addition t ively in his res Investor AB, g	areholders: * N to his position of spective roles. given its signif	Marcus at the The main	in			
5d	Re-elect Philip Broadley as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A voidentified. Item 5n A vote FOR this Director of Marcus Wallenberg holds a significant number Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into according to the support is: * All of his directorship those companies. Taking this factor into according the support is: * All of his factor into according the support is: * All of his factor into according to t	is considered warran er of board roles at c s may undermine his os at listed companie	nted, althoug other publicl, ability to se es relate to h	nh it is not ly-listed co erve effecti his role at	without conc impanies in ac ively in his res Investor AB, g	ern for shareh ddition to his p spective roles. given its signif	olders: * oosition at The main				
	Blended Rationale: Items 5a to 5m A vote For Item 5n A vote FOR this Director is considered Wallenberg holds a significant number of both Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into accounts to the companies of the significant contents.	ed warranted, althou ard roles at other pu s may undermine his os at listed companie	igh it is not i ablicly-listed is ability to se es relate to h	without co companies erve effecti his role at	oncern for sha s in addition t ively in his res Investor AB, g	areholders: * N to his position of spective roles. given its signif	Marcus at the The main	in			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5e	Re-elect Euan Ashley as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A identified. Item 5n A vote FOR this Director Marcus Wallenberg holds a significant nun Company. These external time commitmes reason for support is: * All of his directors those companies. Taking this factor into a	or is considered warran nber of board roles at c nts may undermine his ships at listed companie	ted, althoug other publicl, ability to se es relate to h	nh it is not y-listed co erve effecti his role at	without conce impanies in ac ively in his res Investor AB, g	ern for shareh Idition to his p spective roles. given its signif	olders: * position at The main				
	Blended Rationale: Items 5a to 5m A vote Item 5n A vote FOR this Director is consid Wallenberg holds a significant number of Company. These external time commitme reason for support is: * All of his directors those companies. Taking this factor into a	lered warranted, althou board roles at other pu nts may undermine his ships at listed companie	igh it is not in the second in	without co companies erve effecti his role at	oncern for sha s in addition to ively in his res Investor AB, g	reholders: * No o his position of Spective roles. Given its signif	Marcus at the The main				
5f	Elect Birgit Conix as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A identified. Item 5n A vote FOR this Director Marcus Wallenberg holds a significant nun Company. These external time commitment reason for support is: * All of his directors those companies. Taking this factor into a	or is considered warran inber of board roles at c ints may undermine his iships at listed companie ccount, support for his	ted, althoug other publicl, ability to se es relate to h re-election	nh it is not ly-listed co erve effecti his role at i is consider	without concompanies in accively in his res Investor AB, greated warranted	ern for shareh ddition to his p spective roles. given its signif d.	olders: * position at The main ficant stake				
	Blended Rationale: Items 5a to 5m A vote Item 5n A vote FOR this Director is consid Wallenberg holds a significant number of Company. These external time commitme reason for support is: * All of his directors those companies. Taking this factor into a	lered warranted, althou board roles at other pu nts may undermine his ships at listed companie	igh it is not in the second in the second is second in the	without co companies erve effecti his role at	ncern for sha s in addition to ively in his res Investor AB, <u>o</u>	reholders: * No o his position of Spective roles. Given its signif	Marcus at the The main	e in			
5g	Elect Rene Haas as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A identified. Item 5n A vote FOR this Director Marcus Wallenberg holds a significant nun Company. These external time commitmes reason for support is: * All of his directors those companies. Taking this factor into a	or is considered warran nber of board roles at c nts may undermine his ships at listed companie	nted, although other publicly ability to se ses relate to h	nh it is not y-listed co erve effecti his role at	without concompanies in actively in his res Investor AB, g	ern for shareh ddition to his p spective roles. given its signif	olders: * position at The main				
	Blended Rationale: Items 5a to 5m A vote Item 5n A vote FOR this Director is consid Wallenberg holds a significant number of Company. These external time commitme reason for support is: * All of his directors those companies. Taking this factor into a	lered warranted, althou board roles at other pu nts may undermine his ships at listed companie	igh it is not i ablicly-listed i ability to se as relate to h	without co companies erve effecti his role at .	ncern for sha s in addition to ively in his res Investor AB, <u>o</u>	reholders: * No o his position of Spective roles. Given its signif	Marcus at the The main	e in			
5h	Elect Karen Knudsen as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A identified. Item 5n A vote FOR this Direct Marcus Wallenberg holds a significant nun Company. These external time commitme reason for support is: * All of his directors those companies. Taking this factor into a	or is considered warran nber of board roles at c nts may undermine his ships at listed companie	ted, althoug other publicl, ability to se es relate to h	nh it is not y-listed co erve effecti nis role at	without concompanies in actively in his res Investor AB, g	ern for shareh Idition to his p spective roles. given its signif	olders: * position at The main				
	Blended Rationale: Items 5a to 5m A vote Item 5n A vote FOR this Director is consid Wallenberg holds a significant number of Company. These external time commitme reason for support is: * All of his directors those companies. Taking this factor into a	lered warranted, althou board roles at other pu nts may undermine his ships at listed companie	igh it is not i ablicly-listed is ability to se as relate to h	without co companies erve effecti his role at	ncern for sha s in addition to ively in his res Investor AB, <u>c</u>	reholders: * No no his position of spective roles. given its signif	Marcus at the The main	e in			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5i	Re-elect Diana Layfield as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A voidentified. Item 5n A vote FOR this Director is Marcus Wallenberg holds a significant number Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into according to the support is: * All of his director into according to the support is: * All of his	is considered warran er of board roles at c may undermine his os at listed companie	ted, althoug other publicly ability to se es relate to h	nh it is not y-listed co erve effect nis role at	without concernments in accively in his res Investor AB, g	ern for shareh Idition to his p spective roles. given its signif	olders: * position at The main				
	Blended Rationale: Items 5a to 5m A vote FC Item 5n A vote FOR this Director is considere Wallenberg holds a significant number of boa Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into acco	ed warranted, althou ard roles at other pu may undermine his os at listed companie	igh it is not v blicly-listed of ability to se es relate to h	without co companies erve effecti his role at	oncern for sha s in addition to ively in his res Investor AB, g	reholders: * No o his position of Spective roles. Given its signif	Marcus at the The main				
5j	Re-elect Anna Manz as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A voidentified. Item 5n A vote FOR this Director is Marcus Wallenberg holds a significant number Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into accounts to the support is the support	is considered warran er of board roles at c may undermine his is at listed companie ount, support for his	ted, althoug other publicly ability to se es relate to h re-election i	nh it is not ly-listed co erve effect his role at is conside	without concernments in accommended in his restricted in his restricted in his restricted warranted warranted	ern for shareh ddition to his p spective roles. given its signif d.	olders: * position at The main ficant stake				
	Blended Rationale: Items 5a to 5m A vote FC Item 5n A vote FOR this Director is considere Wallenberg holds a significant number of boa Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into acco	ed warranted, althou ard roles at other pu may undermine his os at listed companie	igh it is not to blicly-listed to ability to se as relate to h	without co companies erve effects his role at	oncern for sha s in addition to ively in his res Investor AB, g	reholders: * No o his position of Spective roles. Given its signif	Marcus at the The main				
5k	Re-elect Sheri McCoy as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A voidentified. Item 5n A vote FOR this Director is Marcus Wallenberg holds a significant number Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into according to the support is: * All of his directorship those companies. Taking this factor into according the support is: * All of his directorship those companies. Taking this factor into according to the support is the support is the support into according to the support is the support into according to the support is the support into according to the support is t	s considered warran er of board roles at c may undermine his os at listed companie	ted, althoug other publicly ability to se es relate to h	nh it is not y-listed co erve effecti nis role at	without conc ompanies in ac ively in his res Investor AB, g	ern for shareh Idition to his p spective roles. given its signif	olders: * position at The main				
	Blended Rationale: Items 5a to 5m A vote FC Item 5n A vote FOR this Director is considere Wallenberg holds a significant number of boa Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into acco	ed warranted, althou ard roles at other pu may undermine his os at listed companie	igh it is not to blicly-listed to ability to se as relate to h	without co companies erve effecti his role at	oncern for sha s in addition to ively in his res Investor AB, g	reholders: * No o his position of Spective roles. Given its signif	Marcus at the The main	e in			
51	Re-elect Tony Mok as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5a to 5m A voidentified. Item 5n A vote FOR this Director is Marcus Wallenberg holds a significant number Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into account of the support is: * Taking this factor into account of the support is: * Taking this factor into account of the support is: * Taking this factor is considered the support is: * Taking this process is considered to the support in the support is: * Taking the support is:	is considered warran er of board roles at c may undermine his ns at listed companie nunt, support for his OR these Directors is ed warranted, althou	ted, althoug other publicly ability to se es relate to h re-election i warranted a igh it is not i	nh it is not iy-listed co erve effect his role at his conside as no sign without co	without concernments in accompanies	ern for shareh ddition to his p spective roles. given its signif d. ns have been reholders: * N	olders: * rosition at The main ficant stake identified. Marcus				
	Wallenberg holds a significant number of boa Company. These external time commitments reason for support is: * All of his directorship those companies. Taking this factor into acco	may undermine his as at listed companie	ability to se es relate to h	erve effecti nis role at	ively in his res Investor AB, g	spective roles. given its signif	The main				

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
5m	Re-elect Nazneen Rahman as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 5a to 5m A vote FOR identified. Item 5n A vote FOR this Director is consic Marcus Wallenberg holds a significant number of bo Company. These external time commitments may us reason for support is: * All of his directorships at list those companies. Taking this factor into account, su	dered warrante ard roles at ot ndermine his a ted companies	ed, although ther publicly ability to ser relate to hi	n it is not w i-listed com ve effective is role at In	rithout conce panies in add ely in his resp evestor AB, g	rn for sharehol dition to his po pective roles. T iven its signific	lders: * sition at th The main					
	Blended Rationale: Items 5a to 5m A vote FOR thes. Item 5n A vote FOR this Director is considered warr. Wallenberg holds a significant number of board role. Company. These external time commitments may us reason for support is: * All of his directorships at list those companies. Taking this factor into account, su	anted, althoug s at other pub ndermine his a ted companies	h it is not w licly-listed c ability to ser relate to hi	vithout con companies i ve effective is role at In	cern for shar in addition to ely in his resp evestor AB, g	eholders: * Ma his position at pective roles. T iven its signific	rcus the The main	in				
5n	Re-elect Marcus Wallenberg as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 5a to 5m A vote FOR identified. Item 5n A vote FOR this Director is consic Marcus Wallenberg holds a significant number of bo Company. These external time commitments may us reason for support is: * All of his directorships at list those companies. Taking this factor into account, su	dered warrante ard roles at ot ndermine his a ted companies	ed, although ther publicly ability to ser relate to hi	n it is not w -listed com ve effective is role at In	rithout conce panies in add ely in his resp evestor AB, g	rn for sharehol dition to his po pective roles. T iven its signific	lders: * sition at th The main					
	Blended Rationale: Items 5a to 5m A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5n A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.											
6	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No	
7	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No	
8	Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	s is warranted	l because th	e proposed	d amounts ar	nd durations ar	e within					
	Blended Rationale: A vote FOR these resolutions is v recommended limits.	varranted beca	ause the pro	oposed am	ounts and du	ırations are wit	hin					
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	s is warranted	because th	e proposed	d amounts ar	nd durations ar	e within					
	Blended Rationale: A vote FOR these resolutions is v recommended limits.	varranted beca	ause the pro	oposed am	ounts and du	ırations are wit	hin					
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	s is warranted	l because th	e proposed	d amounts ar	nd durations ar	e within					
	Blended Rationale: A vote FOR these resolutions is v recommended limits.	warranted beca	ause the pro	oposed am	ounts and du	rations are wit	hin					
11	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
12	Authorise the Company to Call General Meeting with Two	Mgmt	Yes	For	For		For	For	No	No	No

British American Tobacco plc

Weeks' Notice

Meeting Date: 16/04/2025 Record Date: 14/04/2025 Primary Security ID: G1510J102 Country: United Kingdom Meeting Type: Annual Primary CUSIP: G15103102 Ticker: BATS

Voting Policy: ISS

Meeting ID: 1927424

Primary ISIN: GB0002875804

Proxy Level: N/A

Primary SEDOL: 0287580

Earliest Cutoff Date: 08/04/2025 **Votable Shares:** 399,353 Total Ballots: 8

Shares on Loan: 0

Shares Instructed: 399,353

Additional Policy:
Shares Voted: 399,353

votable bliares: 333,333	Shares on Edam o		_	1101 05 21150	i decedi 555,5	33		Silai es votea	11 333,333		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
3	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
4	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
6	Re-elect Luc Jobin as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no signif	icant conc	erns have be	en identified.					
	Blended Rationale: A vote FOR these Direct	tors is warranted as n	o significant	concerns	have been id	lentified.					
7	Re-elect Tadeu Marroco as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no signif	icant conc	erns have be	en identified.					
	Blended Rationale: A vote FOR these Direct	tors is warranted as n	o significant	concerns	have been id	lentified.					
8	Re-elect Kandy Anand as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no signif	icant conc	erns have be	en identified.					
	Blended Rationale: A vote FOR these Direct	tors is warranted as n	o significant	concerns	have been id	lentified.				-	
9	Re-elect Karen Guerra as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no signif	icant conc	erns have be	en identified.				-	
	Blended Rationale: A vote FOR these Direct	tors is warranted as n	o significant	concerns	have been id	lentified.					
10	Re-elect Holly Keller Koeppel as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these I	Directors is warranted	as no signif	icant conc	erns have be	en identified.					
	Blended Rationale: A vote FOR these Direct	tors is warranted as n	o significant	concerns	have been io	lentified.					

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11	Re-elect Veronique Laury as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	cant conce	rns have bee	en identified.					
	Blended Rationale: A vote FOR these Directors is wa	arranted as no	significant	concerns h	ave been ide	entified.					
12	Re-elect Darrell Thomas as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	cant conce	rns have bee	en identified.					
	Blended Rationale: A vote FOR these Directors is wa	arranted as no	significant	concerns h	ave been ide	entified.					
13	Re-elect Serpil Timuray as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signific	cant conce	rns have bee	en identified.					
	Blended Rationale: A vote FOR these Directors is wa	arranted as no	significant	concerns h	ave been ide	entified.					
14	Elect Soraya Benchikh as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signific	cant conce	rns have bee	en identified.					
	Blended Rationale: A vote FOR these Directors is wa	arranted as no	significant	concerns h	ave been ide	entified.					
15	Elect Uta Kemmerich-Keil as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	cant conce	rns have bee	en identified.					
	Blended Rationale: A vote FOR these Directors is wa	arranted as no	significant	concerns h	ave been ide	entified.					
16	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes
17	Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because th	ne propose	d amounts ai	nd durations a	re within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bed	ause the pr	oposed am	ounts and du	urations are wi	thin				
18	Approve Performance Share Plan	Mgmt	Yes	For	For		For	For	No	No	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because th	ne propose	d amounts ai	nd durations a	re within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bec	ause the pr	oposed am	ounts and du	urations are wi	thin				
20	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No

Anglo American Plc

Meeting Date: 30/04/2025 Record Date: 28/04/2025 **Country:** United Kingdom **Meeting Type:** Annual

Ticker: AAL
Meeting ID: 1919014

Proxy Level: N/A

Primary Security ID: G03764134

Primary CUSIP: G03764134

Primary ISIN: GB00B1XZS820

Primary SEDOL: B1XZS82

Earliest Cutoff Date: 21/04/2025 **Votable Shares:** 754,901 Total Ballots: 8

Shares on Loan: 0

Voting Policy: ISS

Shares Instructed: 754,901

Additional Policy:
Shares Voted: 754,901

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
3	Elect Anne Wade as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these	Directors is warranted	as no signifi	icant conc	erns have be	en identified.					
	Blended Rationale: A vote FOR these Direct	ctors is warranted as no	o significant	concerns	have been id	lentified.					
4	Re-elect Stuart Chambers as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these	Directors is warranted	as no signif	icant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
5	Re-elect Duncan Wanblad as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these	Directors is warranted	as no signif	icant conc	erns have be	en identified.					
	Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
6	Re-elect John Heasley as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these	Directors is warranted	as no signif	icant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these Direct	ctors is warranted as no	o significant	concerns	have been id	dentified.					
7	Re-elect Ian Tyler as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these	Directors is warranted	as no signif	icant conc	erns have be	en identified.					
	Blended Rationale: A vote FOR these Direct	ctors is warranted as no	o significant	concerns	have been id	dentified.					
8	Re-elect Magali Anderson as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these	Directors is warranted	as no signif	icant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these Direct	ctors is warranted as no	o significant	concerns	have been id	dentified.					
9	Re-elect Ian Ashby as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these	Directors is warranted	as no signif	icant conc	erns have be	en identified.					
	Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
10	Re-elect Marcelo Bastos as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified. Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.										

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11	Re-elect Hilary Maxson as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	icant conce	erns have bee	en identified.					
	Blended Rationale: A vote FOR these Directors is w	arranted as no	significant	concerns h	nave been ide	entified.					
12	Re-elect Hixonia Nyasulu as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	icant conce	erns have bee	en identified.					
	Blended Rationale: A vote FOR these Directors is w	arranted as no	significant	concerns h	nave been ide	entified.					
13	Re-elect Nonkululeko Nyembezi as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	icant conce	erns have bee	en identified.					
	Blended Rationale: A vote FOR these Directors is w	arranted as no	significant	concerns h	nave been ide	entified.					
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
16	Approve Remuneration Report	Mgmt	Yes	For	Against		Against	For	No	Yes	Yes
	Voting Policy Rationale: A vote AGAINST the remur. Committee exercised discretion to alter how the RC material uplift in the vesting outcome.										
	Blended Rationale: A vote AGAINST the remunerate exercised discretion to alter how the ROCE metric of in the vesting outcome.										
17	Authorise Issue of Equity	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because ti	he propose	ed amounts a	nd durations a	re within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bed	rause the pr	roposed am	nounts and d	urations are w	ithin				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because ti	he propose	ed amounts a	nd durations a	re within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bed	ause the pr	roposed am	nounts and de	urations are wi	ithin				
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes

Anglo American Plc

Meeting Date: 30/04/2025 Record Date: 28/04/2025

Primary Security ID: G03764134

Country: United Kingdom
Meeting Type: Special
Primary CUSIP: G03764134

Ticker: AAL

Meeting ID: 1952066

Primary ISIN: GB00B1XZS820

Proxy Level: N/A

Primary SEDOL: B1XZS82

Anglo American Plc

Earliest Cutoff Date: 21/04/2025

Total Ballots: 8

Voting Policy: ISS

Additional Policy:

Votable Shares: 754,901

Shares on Loan: 0

Shares Instructed: 754,901

Shares Voted: 754,901

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve the Demerger Distribution, the Demerger and the Share Consolidation	Mgmt	Yes	For	For		For	For	No	No	No

Anheuser-Busch InBev SA/NV

Meeting Date: 30/04/2025

Country: Belgium

Ticker: ABI

Proxy Level: N/A

Record Date: 16/04/2025

Meeting Type: Annual Primary CUSIP: B639CJ108 Meeting ID: 1924054 **Primary ISIN:** BE0974293251

Primary SEDOL: BYYHL23

Primary Security ID: B639CJ108 Earliest Cutoff Date: 16/04/2025

Total Ballots: 8

Voting Policy: ISS

Additional Policy:

Votable Shares: 391,856

Shares on Loan: 0

Shares Instructed: 391,856

Shares Voted: 391,856

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Annual Meeting Agenda	Mgmt	No								
1	Receive Directors' Reports (Non-Voting)	Mgmt	No								
	Voting Policy Rationale: No vote is required.										
	Blended Rationale: No vote is required.										
2	Receive Auditors' Reports (Non-Voting)	Mgmt	No								
	Voting Policy Rationale: No vote is required.										
	Blended Rationale: No vote is required.									-	
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	No								
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.00 per Share	Mgmt	Yes	For	For		For	For	No	No	No
5	Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
6	Approve Discharge of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
7a	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the e Davila is warranted because the nominees are				-	-	nto Doming	10		-	
	Blended Rationale: A vote AGAINST the election is warranted because the nominees are non-in-in-in-in-in-in-in-in-in-in-in-in-in		-				omingo Da	vila			
7b	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the e Davila is warranted because the nominees are		_			-	nto Doming	10		_	
	Blended Rationale: A vote AGAINST the election is warranted because the nominees are non-in-in-in-in-in-in-in-in-in-in-in-in-in		-				omingo Da	vila			

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7c	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the election Davila is warranted because the nominees are non-					-	to Doming	0			
	Blended Rationale: A vote AGAINST the elections of is warranted because the nominees are non-independent						omingo Da	vila			
8	Ratify PwC BV, Permanently Represented by Peter D'hondt, as Auditors of the Company and for Sustainability Reporting and Approve Their Remuneration	Mgmt	Yes	For	For		For	For	No	No	No
9	Approve Remuneration Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warrants subsequent targets and level of achievement, espec (maximum) award levels under the LTI and 80 perc conditions; * In 2024, the non-executive directors in the volume of awards under the long term incentive. However, this is not without recognizing and acknown the different STI metrics, albeit this still being with the still being wit with the still being with the still being with the still being	cially as part of cent of total LT ceal pay is subs ce plan is beyon wledging the in	f the variou II awards be stantially hig nd 5 percen improvemen	s LTI plans eing RSUs gher than u et of the co ts in repor	s; * Absence and not subje that of ISS pe ompany's curr ting on the re	of clearly disclo ect to performa eers and marke ent issued sha	osed ance et practice. re capital.				
	Blended Rationale: A vote AGAINST is warranted, be subsequent targets and level of achievement, especimaximum) award levels under the LTI and 80 perconditions; * In 2024, the non-executive directors in the volume of awards under the long term incentive. However, this is not without recognizing and acknown the different STI metrics, albeit this still being warranted.	cially as part of cent of total LT ceal pay is subs ce plan is beyon wledging the in	f the variou II awards be stantially hig nd 5 percen improvemen	s LTI plans eing RSUs gher than u et of the co ts in repor	.; * Absence and not subjethat of ISS per perpendicular of ISS perpendicular of ISS perpendic	of clearly disclo ect to performa eers and marke ent issued sha	osed ance et practice. re capital.				
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	Yes	For	For		For	For	No	No	No

EssilorLuxottica SA

Meeting Date: 30/04/2025Country: FranceTicker: ELProxy Level: N/A

Record Date: 28/04/2025 Meeting Type: Annual/Special Meeting ID: 1938870

 Primary Security ID: F31665106
 Primary CUSIP: F31665106
 Primary ISIN: FR0000121667
 Primary SEDOL: 7212477

Earliest Cutoff Date: 22/04/2025 Total Ballots: 1 Voting Policy: ISS Additional Policy:

Votable Shares: 3,784 Shares on Loan: 0 Shares Instructed: 3,784 Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt	No								
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: Votes FOR the approval of and lack of concerns.	the annual acc	counts are v	varranted o	due to the un	nqualified audit	ors' opinio	חיי			

Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: Votes FOR the apparent	proval of the annual ac	counts are v	warranted	due to the ui	nqualified audi	tors' opinio	n			
	Blended Rationale: Votes FOR the approve lack of concerns.	al of the annual accoun	ts are warra	anted due	to the unqua	lified auditors'	opinion and	d			
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
5	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against		Against	Do Not Vote	No	No	No
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: Votes FOR these concern.	remuneration reports a	re warranted	d because	they do not i	raise any signil	ficant				
	Blended Rationale: Votes FOR these remu	neration reports are w	arranted bed	cause they	do not raise	any significant	t concern.				
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: Votes FOR these concern.	remuneration reports a	re warranted	d because	they do not i	raise any signi	ficant				
	Blended Rationale: Votes FOR these remu	neration reports are wa	arranted bed	cause they	do not raise	any significant	t concern.				
8	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	Against		Against	Do Not Vote	No	No	No
	Voting Policy Rationale: Votes AGAINST the possibility of exceptional awards but fails a deemed very substantial compared to main EuroStoxx 50 would be removed, which mustringent. * Performance conditions attack challenging.	to provide detailed circ rket practice. * The crit nakes the criterion focu	umstances junstances junterion related sing on the g	ustifying s d to the co growth of	cuch payment company's peri the company	s, of which the formance again's share marke	e cap is nst the et value les	s			
	Blended Rationale: Votes AGAINST these possibility of exceptional awards but fails	•			-						

Blended Rationale: Votes AGAINST these remuneration policies are warranted because: * The company introduces the possibility of exceptional awards but fails to provide detailed circumstances justifying such payments, of which the cap is deemed very substantial compared to market practice. * The criterion related to the company's performance against the EuroStoxx 50 would be removed, which makes the criterion focusing on the growth of the company's share market value less stringent. * Performance conditions attached to the termination payments of executives may prove not to be sufficiently challenging.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10	Approve Remuneration Policy of Vice-CEO	Mgmt	Yes	For	Against		Against	Do Not Vote	No	No	No
	Voting Policy Rationale: Votes AGAINST these possibility of exceptional awards but fails to produce the deemed very substantial compared to market EuroStoxx 50 would be removed, which make stringent. * Performance conditions attached challenging.	rovide detailed circo practice. * The crit is the criterion focus	umstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances j Sing on the jumstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances	ustifying so d to the co growth of	uch payment ompany's per the company	's, of which the formance agai v's share marke	e cap is nst the et value les	s			
	Blended Rationale: Votes AGAINST these rempossibility of exceptional awards but fails to pudeemed very substantial compared to market EuroStoxx 50 would be removed, which make stringent. * Performance conditions attached challenging.	rovide detailed circo practice. * The crit is the criterion focus	umstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances j Sing on the jumstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances jumstances	ustifying so d to the co growth of	uch payment ompany's per the company	's, of which the formance agai v's share marke	e cap is nst the et value les	rs			
11	Renew Appointment of Forvis Mazars as Auditor	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: Votes FOR are warran	nted because there	are no conc	erns regar	ding these p	roposals.					
	Blended Rationale: Votes FOR are warranted to	because there are i	no concerns	regarding	these propos	sals.					
12	Appoint Ernst & Young Audit as Auditor	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: Votes FOR are warran	nted because there	are no conc	erns regar	ding these p	roposals.					
	Blended Rationale: Votes FOR are warranted in	because there are i	no concerns	regarding	these propos	sals.					
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Extraordinary Business	Mgmt	No								
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
16	Amend Article 22 of Bylaws Re: Alternate Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Ordinary Business	Mgmt	No								
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
Earliest Cutoff Date: 22/	704/2025 Total Ballots: 1		٧	oting Polic	y: ISS			Additional Po	licy:		
Votable Shares: 4,014	Shares on Loan: 0		s	hares Inst	ructed: 4,014			Shares Voted	: 4,014		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt	No								
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the approvand lack of concerns.										
	Blended Rationale: Votes FOR the approval of	the annual accoun	ts are warra	anted due i	to the unqua	lified auditors'	opinion an	nd .			

Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the apparant lack of concerns.	proval of the annual ac	counts are v	warranted	due to the un	nqualified audi	tors' opinio	n		-	
	Blended Rationale: Votes FOR the approvalack of concerns.	al of the annual accoun	ts are warra	anted due	to the unqual	lified auditors'	opinion and	d			
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	Yes	For	For		For	For	No	No	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	For		For	For	No	No	No
5	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR these r concern.	remuneration reports a	re warranted	d because	they do not r	raise any signii	ficant			_	
	Blended Rationale: Votes FOR these remu	neration reports are wa	arranted bed	cause they	do not raise	any significant	concern.				
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR these reconcern.	remuneration reports a	re warranted	d because	they do not r	raise any signii	ficant			-	
	Blended Rationale: Votes FOR these remu	neration reports are wa	arranted bed	cause they	do not raise	any significant	concern.				
8	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: Votes AGAINST the possibility of exceptional awards but fails to deemed very substantial compared to mare EuroStoxx 50 would be removed, which mustringent. * Performance conditions attacked challenging. Blended Rationale: Votes AGAINST these in the possible possibl	to provide detailed circo rket practice. * The crit nakes the criterion focu. ned to the termination p	umstances jo erion related sing on the g payments of	ustifying s d to the co growth of f executive	such payments ompany's perf the company es may prove	s, of which the formance agair 's share marke not to be suffi	cap is est the et value less ciently	s		-	
	possibility of exceptional awards but fails t deemed very substantial compared to mar	to provide detailed circu	umstances j	ustifying s	such payments	s, of which the	cap is				

Blended Rationale: Votes AGAINST these remuneration policies are warranted because: * The company introduces the possibility of exceptional awards but fails to provide detailed circumstances justifying such payments, of which the cap is deemed very substantial compared to market practice. * The criterion related to the company's performance against the EuroStoxx 50 would be removed, which makes the criterion focusing on the growth of the company's share market value less stringent. * Performance conditions attached to the termination payments of executives may prove not to be sufficiently challenging.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
10	Approve Remuneration Policy of Vice-CEO	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: Votes AGAINST the possibility of exceptional awards but fails to deemed very substantial compared to mark EuroStoxx 50 would be removed, which mastringent. * Performance conditions attached challenging.	provide detailed circ et practice. * The crit lkes the criterion focu	umstances ju terion related sing on the g	ustifying s d to the co growth of	such payments ompany's pen the company	s, of which the formance again's share marke	e cap is nst the et value les	s		-	
	Blended Rationale: Votes AGAINST these re possibility of exceptional awards but fails to deemed very substantial compared to mark EuroStoxx 50 would be removed, which ma stringent. * Performance conditions attache challenging.	provide detailed circ et practice. * The crit lkes the criterion focu	umstances ju terion related sing on the g	ustifying s d to the co growth of	such payments ompany's peri the company	s, of which the formance agail 's share marke	e cap is Inst the Set value les	ss			
11	Renew Appointment of Forvis Mazars as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR are war	ranted because there	are no conc	erns rega	rding these pi	roposals.					
	Blended Rationale: Votes FOR are warrante	d because there are i	no concerns	regarding	these propos	sals.				-	
12	Appoint Ernst & Young Audit as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR are war	ranted because there	are no conc	erns rega	rding these pi	roposals.					
	Blended Rationale: Votes FOR are warrante	d because there are i	no concerns	regarding	these propos	sals.				-	
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	Yes	For	For		For	For	No	No	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
	Extraordinary Business	Mgmt	No								
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
16	Amend Article 22 of Bylaws Re: Alternate Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Ordinary Business	Mgmt	No								
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No

Additional

Voting

Mondi Plc

Meeting Date: 08/05/2025 Record Date: 06/05/2025 **Country:** United Kingdom **Meeting Type:** Annual

Ticker: MNDI
Meeting ID: 1929379

Proxy Level: N/A

Primary Security ID: G6258S115

Primary CUSIP: G6258S115

Primary ISIN: GB00BMWC6P49

Primary SEDOL: BMWC6P4

Mondi Plc

Earliest Cutoff Date: 29/04/2025

Total Ballots: 6

Voting Policy: ISS

Additional Policy:

Votable Shares: 638,294

Shares on Loan: 0

Shares Instructed: 638,294

Shares Voted: 638,294

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
3	Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
4	Elect Sucheta Govil as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted o	as no signifi	cant conce	rns have bee	n identified.					
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	ave been ide	entified.					
5	Re-elect Svein Brandtzaeg as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted a	as no signifi	cant conce	rns have bee	n identified.					
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	ave been ide	entified.					
6	Re-elect Sue Clark as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted o	as no signifi	cant conce	rns have bee	n identified.					
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	ave been ide	entified.					
7	Re-elect Anke Groth as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted a	as no signifi	cant conce	rns have bee	n identified.					
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	ave been ide	entified.					
8	Re-elect Andrew King as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted a	as no signifi	cant conce	rns have bee	n identified.					
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	ave been ide	entified.					
9	Re-elect Saki Macozoma as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted a	as no signifi	cant conce	rns have bee	n identified.					
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	ave been ide	entified.					
10	Re-elect Mike Powell as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted a	as no signifi	cant conce	rns have bee	n identified.					
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	ave been ide	entified.				-	
11	Re-elect Dame Angela Strank as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted a	as no signifi	cant conce	rns have bee	n identified.				-	
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	ave been ide	entified.				-	
12	Re-elect Philip Yea as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all cand	idates are warranted a	as no signifi	cant conce	rns have bee	n identified.				-	
	Blended Rationale: Votes FOR all candidate	s are warranted as no	significant	concerns h	nave been ide	entified.				-	

Mondi Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13	Re-elect Stephen Young as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR all candidates a	re warranted a	s no signific	cant concer	rns have bee	n identified.					
	Blended Rationale: Votes FOR all candidates are wa	arranted as no	significant o	concerns h	ave been ide	ntified.					
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
16	Approve Long-Term Incentive Plan	Mgmt	Yes	For	For		For	For	No	No	No
17	Approve Bonus Share Plan	Mgmt	Yes	For	For		For	For	No	No	No
18	Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warrante	d because ti	he propose	ed amounts a	nd durations a	re within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bed	cause the pr	oposed am	nounts and de	urations are w	ithin				
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warrante	d because ti	he propose	ed amounts a	nd durations a	nre within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bed	cause the pr	roposed am	nounts and d	urations are w	ithin				
20	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes

Woodside Energy Group Ltd.

Meeting Date: 08/05/2025 **Record Date:** 06/05/2025

Country: Australia Meeting Type: Annual Ticker: WDS

Proxy Level: N/A

Primary Security ID: Q98327333

Primary CUSIP: Q98327333

Meeting ID: 1923219 **Primary ISIN:** AU0000224040

Primary SEDOL: BMGT167

Earliest Cutoff Date: 02/05/2025

Total Ballots: 1

Voting Policy: ISS

Additional Policy:

Votable Shares: 35,314

Shares on Loan: 0

Shares Instructed: 35,314

Shares Voted: 35,314

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Flect Ann Pickard as Director	Mamt	Yes	For	For		For	For	No	No	No

Woodside Energy Group Ltd.

Ordinary Business

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt I Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
	O'Neill (Item 2c) is no material concer qualification is rais	nale: A vote FOR the re-ele warranted. They serve as ns have been identified in I red to highlight some conce the vote against the CTAP a	independent non-ex respect of board and rns regarding the re	xecutive dir d committe e-election o	rectors on a re compositi of the Chair	board that in board that in board that in board the Sustan	is majority inde from their non	ependent, ninations.	and				
	O'Neill (Item 2c) is no material concer qualification is rais	A vote FOR the re-election warranted. They serve as ns have been identified in the red to highlight some conce the vote against the CTAP a	independent non-ex respect of board and rns regarding the re	xecutive dir d committe e-election o	rectors on a re compositi of the Chair	board that in the solution resulting of the Sustan	is majority inde from their non	ependent, ninations.					
2b	Elect Ben Wyatt a	s Director	Mgmt	Yes	For	For		For	For	No	No	No	
	O'Neill (Item 2c) is no material concer qualification is rais	nale: A vote FOR the re-ele s warranted. They serve as rns have been identified in r red to highlight some conce the vote against the CTAP a	independent non-ex respect of board and rns regarding the re	xecutive dir d committe e-election o	rectors on a re compositi of the Chair	board that in board that in board that in board the Sustan	is majority inde from their non	ependent, ninations.	and		-		
	O'Neill (Item 2c) is no material concer qualification is rais	A vote FOR the re-elections warranted. They serve as rns have been identified in veed to highlight some conce the vote against the CTAP a	independent non-ex respect of board and rns regarding the re	xecutive dir d committe e-election o	rectors on a re compositi of the Chair	board that in the solution resulting of the Sustan	is majority inde from their non	ependent, ninations.			-		
2c	Elect Tony O'Neill	as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	O'Neill (Item 2c) is no material concer qualification is rais	Voting Policy Rationale: A vote FOR the re-election of Ann Pickard and Benjamin Wyatt (Item 2a-b) and the election of Anthony O'Neill (Item 2c) is warranted. They serve as independent non-executive directors on a board that is majority independent, and no material concerns have been identified in respect of board and committee composition resulting from their nominations. A qualification is raised to highlight some concerns regarding the re-election of the Chair of the Sustainability Committee Ann Pickard, following the vote against the CTAP at the 2024 AGM (56.3 percent vote against).											
	O'Neill (Item 2c) is no material concer qualification is rais	A vote FOR the re-election warranted. They serve as ans have been identified in I wed to highlight some conce the vote against the CTAP a	independent non-ex respect of board and rns regarding the re	xecutive dir d committe e-election o	rectors on a re compositi of the Chair	board that it ion resulting of the Susta	is majority inde from their non	ependent, ninations.					
3	Approve Remuner	ation Report	Mgmt	Yes	For	For		For	For	No	No	No	
4	Approve Grant of Shares and Perfor to Meg O'Neill		Mgmt	Yes	For	For		For	For	No	No	No	
5	Approve Renewal Proportional Take Provision		Mgmt	Yes	For	For		For	For	No	No	No	
BNP Pari	bas SA												
Meeting Date: 1	3/05/2025	Country: France			Ticker: BNI	p			Proxy Level	l: N/A			
Record Date: 09	/05/2025	Meeting Type: Annua	l/Special	I	Meeting II): 1926505							
Primary Securit	y ID: F1058Q238	Primary CUSIP: F105	8Q238	I	Primary IS	SIN: FR0000	131104		Primary SEI	DOL: 73096	581		
Earliest Cutoff Da	e: 05/05/2025	Total Ballots: 1		•	Voting Polic	y: ISS			Additional Po	licy:			
Votable Shares: 10),846	Shares on Loan: 0			Shares Inst	ructed: 10,84	6		Shares Voted	: 10,846			
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	

Mgmt

No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the approval of and lack of concerns.	the annual ac	counts are v	varranted (due to the un	nqualified audit	tors' opinio	าก			
	Blended Rationale: Votes FOR the approval of the alack of concerns.	annual account	ts are warra	nted due t	to the unqual	lified auditors'	opinion an	d			
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR the approval of and lack of concerns.	the annual ac	counts are v	varranted (due to the un	nqualified audit	tors' opinio	n			
	Blended Rationale: Votes FOR the approval of the alack of concerns.	annual account	ts are warra	nted due t	to the unqual	lified auditors'	opinion an	d			
3	Approve Allocation of Income and Dividends of EUR 4.79 per Share	Mgmt	Yes	For	For		For	For	No	No	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	For		For	For	No	No	No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
6	Reelect Jean-Laurent Bonnafe as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Item 7-11). * A vote FOR the reelection of the CEO at the board is warranted as it does not raise concerns (Item 6).										
	Blended Rationale: * Votes FOR the reelections of concerns (Item 7-11). * A vote FOR the reelection	•						5).			
7	Reelect Lieve Logghe as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: * Votes FOR the reelection concerns (Item 7-11). * A vote FOR the reelection		•				•				
	Blended Rationale: * Votes FOR the reelections of concerns (Item 7-11). * A vote FOR the reelection	•				,		<i>5).</i>			
8	Elect Bertrand de Mazieres as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: * Votes FOR the reelection concerns (Item 7-11). * A vote FOR the reelection		•				•				
	Blended Rationale: * Votes FOR the reelections of concerns (Item 7-11). * A vote FOR the reelection	•						6).			
9	Elect Valerie Chort as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: * Votes FOR the reelection concerns (Item 7-11). * A vote FOR the reelection		•				,				
	Blended Rationale: * Votes FOR the reelections of concerns (Item 7-11). * A vote FOR the reelection							6).			
10	Elect Nicolas Peter as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: * Votes FOR the reelection concerns (Item 7-11). * A vote FOR the reelection		•				•				
	Blended Rationale: * Votes FOR the reelections of concerns (Item 7-11). * A vote FOR the reelection	•						5).			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
11	Elect Guillaume Poupard as Director	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: * Votes FOR the reconcerns (Item 7-11). * A vote FOR the ree		•				•			-			
	Blended Rationale: * Votes FOR the reelectric concerns (Item 7-11). * A vote FOR the ree	•						6).					
12	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For		For	For	No	No	No		
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No		
14	Approve Remuneration Policy of CEO	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these re The policy includes a significant increase of deteriorating performance could be limited. vesting period. The main reason for support	the CEO's base salary * Granted LTIPs wou	y (item 14). Ild not be pr	* The ela. rorated in	sticity of the l	bonus payouts	in case of	e .		-			
	Blended Rationale: A vote FOR these remuneration policies are warranted, although the following concerns are raised: * The policy includes a significant increase of the CEO's base salary (item 14). * The elasticity of the bonus payouts in case of deteriorating performance could be limited. * Granted LTIPs would not be prorated in case of retirement before the end of the vesting period. The main reason for support is: * There are no other concerns.												
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these remuneration policies are warranted, although the following concerns are raised: * The policy includes a significant increase of the CEO's base salary (item 14). * The elasticity of the bonus payouts in case of deteriorating performance could be limited. * Granted LTIPs would not be prorated in case of retirement before the end of the vesting period. The main reason for support is: * There are no other concerns.												
	Blended Rationale: A vote FOR these remun policy includes a significant increase of the deteriorating performance could be limited. vesting period. The main reason for support	CEO's base salary (ite * Granted LTIPs wou	em 14). * Th uld not be pr	ne elasticit rorated in	y of the bonu	s payouts in co	ase of			-			
16	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For		For	For	No	No	No		
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	Yes	For	For		For	For	No	No	No		
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: Votes FOR these pr performance conditions attached to the bon achievement of qualitative criteria attached detailed. The main reason for support is: *	us are deemed to lac to the bonus is uncle	ck elasticity i Par. The LTIF	for perform	mance under	targets; and *	The level			-			
	Blended Rationale: Votes FOR these propos performance conditions attached to the bon achievement of qualitative criteria attached datailed. The main reason for support is: *	us are deemed to lac to the bonus is uncle	ck elasticity i Par. The LTIF	for perform	mance under i	targets; and *	The level	of		-			

detailed. The main reason for support is: * There are no other concerns.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR these properformance conditions attached to the bone achievement of qualitative criteria attached detailed. The main reason for support is: * 1	us are deemed to lactorial to the bonus is uncle	ck elasticity i Par. The LTIF	for perforn	nance under	targets; and *	The level			-	
	Blended Rationale: Votes FOR these propose performance conditions attached to the bonachievement of qualitative criteria attached detailed. The main reason for support is: * 1	us are deemed to lac to the bonus is uncle	ck elasticity i Par. The LTIF	for perforn	nance under l	targets; and *	The level	of		-	
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR these properformance conditions attached to the bone achievement of qualitative criteria attached detailed. The main reason for support is: * 1	us are deemed to lactorial to the bonus is uncle	ck elasticity i Par. The LTIF	for perforn	nance under	targets; and *	The level				
	Blended Rationale: Votes FOR these proposes performance conditions attached to the born achievement of qualitative criteria attached detailed. The main reason for support is: * 1	us are deemed to lactorial to the bonus is uncle	ck elasticity i Par. The LTIF	for perforn	nance under l	targets; and *	The level	of		-	
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	Yes	For	For		For	For	No	No	No
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	Yes	For	For		For	For	No	No	No
	Extraordinary Business	Mgmt	No								
23	Approve Issuance of Super-Subordinated Contigent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	Yes	For	For		For	For	No	No	No
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For		For	For	No	No	No
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
26	Amend Article 14 of Bylaws Re: Age Limit of CEO	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR Items 26	to 30 are warranted	as the prop	osed ame	ndments are	not considered	d contenti	ous.			
	Blended Rationale: Votes FOR Items 26 to 3	0 are warranted as t	he proposed	d amendme	ents are not o	considered con	tentious.				
27	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	No	No	No							
	Voting Policy Rationale: Votes FOR Items 26	to 30 are warranted	as the prop	osed ame	ndments are	not considered	d contenti	ous.			
	Blended Rationale: Votes FOR Items 26 to 3	O are warranted as t	he proposed	d amendmi	ents are not o	considered con	ntentious.			-	

Blended Rationale: Votes FOR Items 26 to 30 are warranted as the proposed amendments are not considered contentious.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
28	Amend Article 16 of Bylaws Re: Age Limit of Vice-CEOs	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR Items 26 to 30	are warranted	as the prop	osed amer	ndments are	not considerea	contentio	us.			
	Blended Rationale: Votes FOR Items 26 to 30 are w	varranted as th	e proposed	amendme	nts are not c	onsidered cont	tentious.				
29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR Items 26 to 30	are warranted	as the prop	osed amer	ndments are i	not considerea	contentio	us.			
	Blended Rationale: Votes FOR Items 26 to 30 are w	varranted as th	e proposed	amendme	nts are not c	onsidered cont	tentious.				
30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Votes FOR Items 26 to 30	are warranted	as the prop	osed amen	ndments are	not considerea	contentio	us.			
	Blended Rationale: Votes FOR Items 26 to 30 are w	varranted as th	e proposed	amendme	nts are not c	onsidered cont	tentious.				
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For		For	For	No	No	No

Lloyds Banking Group Plc

Meeting Date: 15/05/2025 **Record Date:** 13/05/2025

Country: United Kingdom

Ticker: LLOY

Proxy Level: N/A

Meeting Type: Annual

Meeting ID: 1929378

Primary Security ID: G5533W248

Primary CUSIP: G5533W248

Primary ISIN: GB0008706128

Primary SEDOL: 0870612

Earliest Cutoff Date: 12/05/2025

Total Ballots: 1

Voting Policy: ISS

Additional Policy:

Votable Shares: 2,277,056

Shares on Loan: 0

Shares Instructed: 2,277,056

Shares Voted: 2,277,056

Proposal			Votable	Mgmt		Additional Policy	Voting Policy	Vote	Vote Against	Vote Against	Vote Against	
Number	Proposal Text	Proponent	Proposal	Rec	ISS Rec	Rec	Rec	Instruction	Mgmt	Policy	ISS	
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No	
2	Re-elect Sir Robin Budenberg as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these Directors	is warranted	as no signifi	cant conce	rns have bee	en identified.						
	Blended Rationale: A vote FOR these Directors is w	varranted as no	significant	concerns l	nave been ide	entified.						
3	Re-elect Charlie Nunn as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these Directors											
	Blended Rationale: A vote FOR these Directors is w	varranted as no	significant	concerns l	nave been ide	entified.						
4	Elect Nathan Bostock as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these Directors	is warranted	as no signifi	icant conce	rns have bee	en identified.						
	Blended Rationale: A vote FOR these Directors is w	varranted as no	significant	concerns l	nave been ide	entified.						
5	Re-elect William Chalmers as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
	Voting Policy Rationale: A vote FUR these Directors is warranted as no significant concerns have been identified. Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6	Re-elect Sarah Legg as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signific	cant conce	rns have bee	n identified.					
	Blended Rationale: A vote FOR these Directors is wa	arranted as no	significant	concerns h	ave been ide	entified.					
7	Re-elect Amanda Mackenzie as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	cant concer	rns have bee	n identified.					
	Blended Rationale: A vote FOR these Directors is we	arranted as no	significant	concerns h	ave been ide	entified.					
8	Re-elect Harmeen Mehta as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	cant concer	rns have bee	n identified.					
	Blended Rationale: A vote FOR these Directors is we	arranted as no	significant	concerns h	ave been ide	entified.					
9	Re-elect Cathy Turner as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	cant concer	rns have bee	n identified.					
	Blended Rationale: A vote FOR these Directors is we	arranted as no	significant	concerns h	ave been ide	entified.					
10	Re-elect Scott Wheway as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signific	cant concer	rns have bee	n identified.					
	Blended Rationale: A vote FOR these Directors is we	arranted as no	significant	concerns h	ave been ide	entified.					
11	Re-elect Catherine Woods as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	is warranted a	as no signifi	cant concer	rns have bee	n identified.					
	Blended Rationale: A vote FOR these Directors is we	arranted as no	significant	concerns h	ave been ide	entified.					
12	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
13	Approve Final Dividend	Mgmt	Yes	For	For		For	For	No	No	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
16	Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016	Mgmt	Yes	For	For		For	For	No	No	No
17	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
18	Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resoluted recommended limits.	tions is warrante	ed because t	he propos	ed amounts a	and durations a	are within				
	Blended Rationale: A vote FOR these resolutions recommended limits.	is warranted be	cause the pi	roposed ar	mounts and c	lurations are w	ithin				
19	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resoluthe Company were to issue Regulatory Capital Convert into ordinary shares, this would result in support are: * Such authorities are common proand * The conversion into ordinary shares would weakness well beyond the Company's current po	onvertible Instru significant diluti posals at UK bar I require the CET	ments and a ion to non-pa nks and are in T1 ratio to fa	a trigger et articipating intended to all to a leve	vent were to g shareholder o apply in ext el which woul	occur, causing rs. The main re treme circumst	them to easons for ances only	<i>"</i> ;			
	Blended Rationale: A vote FOR these resolutions Company were to issue Regulatory Capital Convinto ordinary shares, this would result in significare: * Such authorities are common proposals a conversion into ordinary shares would require the well beyond the Company's current position and	ertible Instrumer ant dilution to no t UK banks and a e CET1 ratio to i	nts and a trig on-participati are intended fall to a level	gger event ing shareh ' to apply il I which wo	were to occu olders. The r n extreme cir	ur, causing the main reasons fo cumstances or	m to conv or support nly; and *	ert The			
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resoluted recommended limits.	tions is warrante	ed because t	he propos	ed amounts a	and durations a	are within				
	Blended Rationale: A vote FOR these resolutions recommended limits.	is warranted be	cause the pi	roposed ar	mounts and o	lurations are w	ithin		No No I		
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resoluted recommended limits.	tions is warrante	ed because t	he propos	ed amounts a	and durations a	are within				
	Blended Rationale: A vote FOR these resolutions recommended limits.	is warranted be	cause the pi	roposed ar	mounts and c	lurations are w	ithin				
22	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.										
	Blended Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Regulatory Capital Convertible Instruments and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.										
23	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
24	Authorise Market Purchase of Preference Shares	Mgmt	Yes	For	For		For	For	No	No	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No

NEPI Rockcastle NV

Meeting Date: 15/05/2025

Country: Netherlands

Ticker: NRP

Proxy Level: N/A

Record Date: 17/04/2025

Primary Security ID: N6S06Q108

Meeting Type: Annual Primary CUSIP: N6S06Q108 **Meeting ID:** 1950260

Primary SEDOL: BLF9GQ6

Total Ballots: 8

Voting Policy: ISS

Additional Policy:

Earliest Cutoff Date: 07/05/2025

Votable Shares: 728,017

Shares on Loan: 0

Shares Instructed: 728,017

Primary ISIN: NL0015000RT3

Shares Voted: 728,017

	Shares on Loan: 0			1101 63 11130	ructed: 728,0	.,		Shares Voted	1 , 20,01,		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 December 2024	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Discharge of Directors	Mgmt	Yes	For	For		For	For	No	No	No
3.1	Re-elect Ana Maria Mihaescu as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these these Directors.	items is warranted: * I	No issues ha	ve been id	dentified in re	elation to the re	e-election	of			
	Blended Rationale: A vote FOR these items Directors.	is warranted: * No is:	sues have be	een identii	fied in relation	n to the re-elec	ction of th	ese			
3.2	Re-elect Jonathan Lurie as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these these Directors.	items is warranted: * I	No issues ha	ve been id	dentified in re	elation to the re	e-election	of			
	Blended Rationale: A vote FOR these items Directors.	is warranted: * No is:	sues have be	een identii	fied in relation	n to the re-elec	ction of th	ese			
3.3	Re-elect George Aase as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these these Directors.	items is warranted: * I	No issues ha	ve been id	dentified in re	lation to the re	e-election	of			
	Blended Rationale: A vote FOR these items Directors.	is warranted: * No is:	sues have be	een identii	fied in relation	n to the re-elec	ction of th	ese			
3.4	Re-elect Rudiger Dany as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these these Directors.	items is warranted: * I	No issues ha	ve been id	dentified in re	elation to the re	e-election	of			
	Blended Rationale: A vote FOR these items Directors.	is warranted: * No is:	sues have b	een identii	fied in relation	n to the re-elec	ction of th	ese			
4	Approve Remuneration of Non-Executive Directors	Mgmt	Yes	For	For		For	For	No	No	No
5	Reappoint Ernst & Young Accountants LLP as Auditors with Mark Noordhoff as the Independent Auditor	Mgmt	Yes	For	For		For	For	No	No	No

NEPI Rockcastle NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6	Authorise Board to Issue Shares for Cash	Mgmt	Yes	For	For		For	For	No	No	No
7	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
8	Approve Cancellation of Repurchased Shares	Mgmt	Yes	For	For		For	For	No	No	No
9	Approve Remuneration Implementation Report	Mgmt	Yes	For	For		For	For	No	No	No
10	Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
11a	Amend Articles of Association Re: Settlement of H1 2025 Distribution by Capital Repayment	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is	warranted in ti	he absence	of any sign	ificant conce	erns.					
	Blended Rationale: A vote FOR these items is warra	anted in the ab	sence of an	y significai	nt concerns.						
11b	Amend Articles of Association Re: Settlement of H2 2025 Distribution by Capital Repayment	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is	warranted in ti	he absence	of any sign	ificant conce	erns.					
	Blended Rationale: A vote FOR these items is warra	anted in the ab	sence of an	y significal	nt concerns.						
12	Amend Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No

Stanbic IBTC Holdings Plc

Ticker: STANBIC **Meeting Date:** 15/05/2025 Country: Nigeria

Record Date: Meeting Type: Annual

Primary CUSIP: V8288Q104 Primary Security ID: V8288Q104

Meeting ID: 1957338

Primary ISIN: NGSTANBIC003

Primary SEDOL: B8TNMK9

Proxy Level: N/A

Earliest Cutoff Date: 08/05/2025 Total Ballots: 1 Voting Policy: ISS **Additional Policy:**

Votable Shares: 16,093,402 Shares on Loan: 0 Shares Instructed: 16,093,402 Shares Voted: 16,093,402

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt	No								
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Dividend	Mgmt	Yes	For	For		For	For	No	No	No
3	Reelect Babas Omotowa, Ndidi Nwuneli and Fabian Ajogwu as Directors (Bundled)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST th	his item is warranted h	ecause• * T	he compai	nv has hundli	ed the election	of director	rs			

Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has bundled the election of directors under a single item, which falls short of standard market practice and prevents shareholders from voting individually on each

Blended Rationale: A vote AGAINST this item is warranted because: * The company has bundled the election of directors under a single item, which falls short of standard market practice and prevents shareholders from voting individually on each nominee.

Stanbic IBTC Holdings Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Ratify Appointment of Maryam Aliko Mohammed as Director	Mgmt	Yes	For	For		For	For	No	No	No
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
6	Elect Members of Audit Committee (Bundled)	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: Given the lack of disclosure	of the candia	ates' names	s, a vote AC	GAINST is wa	rranted.					
	Blended Rationale: Given the lack of disclosure of to	he candidates'	names, a v	ote AGAINS	ST is warrant	ted.					
	Special Business	Mgmt	No								
7	Approve Remuneration of Directors	Mgmt	Yes	For	For		For	For	No	No	No
8	Approve Recurrent Related Party Transactions	Mgmt	Yes	For	For		For	For	No	No	No

Shell Plc

Meeting Date: 20/05/2025

Record Date: 16/05/2025 **Primary Security ID:** G80827101

Earliest Cutoff Date: 12/05/2025

Votable Shares: 35,366

Country: United Kingdom **Meeting Type:** Annual

Primary CUSIP: G80827101

Total Ballots: 1

Ticker: SHEL

Meeting ID: 1924510

Primary ISIN: GB00BP6MXD84

Proxy Level: N/A

Primary SEDOL: BP6MXD8

Voting Policy: ISS Additional Policy:
Shares Instructed: 35,366 Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Management Proposals	Mgmt	No								
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
2	Approve Remuneration Report	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
3	Re-elect Dick Boer as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	tes is warrante	d as no sign	nificant con	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as	no significai	nt concerns	s have been i	identified.					
4	Re-elect Neil Carson as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	tes is warrante	d as no sign	nificant con	cerns have b	een identified.					
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
5	Re-elect Ann Godbehere as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	tes is warrante	d as no sign	nificant con	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.										

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6	Re-elect Sinead Gorman as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
7	Re-elect Jane Lute as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
8	Re-elect Catherine Hughes as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
11	Re-elect Wael Sawan as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
12	Re-elect Abraham Schot as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
13	Re-elect Leena Srivastava as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
14	Re-elect Cyrus Taraporevala as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no signi	ificant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as r	no significan	t concerns	have been id	dentified.					
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
17	Authorise Issue of Equity	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these recommended limits.	resolutions is warrante	ed because t	he propose	ed amounts a	and durations a	are within				
	Blended Rationale: A vote FOR these resol recommended limits.	lutions is warranted be	cause the pi	roposed an	nounts and o	durations are и	ithin				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these recommended limits.	resolutions is warrante	ed because t	he propose	ed amounts a	and durations a	are within				
	Blended Rationale: A vote FOR these resol recommended limits.	lutions is warranted be	cause the pr	roposed an	nounts and o	durations are и	ithin				
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
21	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	Shareholder Proposal	Mgmt	No								
22	Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero	SH	Yes	Against	Against		Against	Do Not Vote	No	No	No
	Emissions By 2025										

Earliest Cutoff Date: 14/05/2025Total Ballots: 1Voting Policy: ISSAdditional Policy:Votable Shares: 43,954Shares on Loan: 0Shares Instructed: 43,954Shares Voted: 43,954

Proposal			Votable	Mgmt		Additional Policy	Voting Policy	Vote	Vote Against	Vote Against	Vote Against
Number	Proposal Text	Proponent	Proposal	-	ISS Rec	Rec	Rec	Instruction	Mgmt	Policy	ISS
	Management Proposals	Mgmt	No								
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
3	Re-elect Dick Boer as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candida	ates is warrante	d as no sign	nificant con	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.										
4	Re-elect Neil Carson as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candida	ates is warrante	d as no sign	nificant con	cerns have b	een identified.				•	
	BI			,	, ,						

Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Re-elect Ann Godbehere as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
6	Re-elect Sinead Gorman as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warrantea	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
7	Re-elect Jane Lute as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
8	Re-elect Catherine Hughes as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warrantea	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warrantea	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warrantea	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
11	Re-elect Wael Sawan as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warrantea	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
12	Re-elect Abraham Schot as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
13	Re-elect Leena Srivastava as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
14	Re-elect Cyrus Taraporevala as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	as no signi	ficant conc	erns have be	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as n	o significan	t concerns	have been id	dentified.					
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
17	Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these r recommended limits.	resolutions is warrante	ed because t	he propose	ed amounts a	and durations a	are within				
	Blended Rationale: A vote FOR these resolute recommended limits.	itions is warranted be	cause the pi	roposed an	nounts and d	lurations are w	vithin				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these r recommended limits.	resolutions is warrante	ed because t	he propose	ed amounts a	and durations a	are within				
	Blended Rationale: A vote FOR these resolute recommended limits.	itions is warranted be	cause the pi	roposed an	nounts and d	lurations are w	vithin				
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
21	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
	Shareholder Proposal	Mgmt	No								
22	Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero Emissions By 2025	SH	Yes	Against	Against		Against	Against	No	No	No

Coca-Cola Europacific Partners plc

Meeting Date: 22/05/2025 **Record Date:** 20/05/2025

Country: United Kingdom Meeting Type: Annual Primary CUSIP: G25839104 Ticker: CCEP

Proxy Level: N/A

Primary Security ID: G25839104

Meeting ID: 1927882

Primary SEDOL: BYQQ3P5

Total Ballots: 1

Primary ISIN: GB00BDCPN049 Voting Policy: ISS

Additional Policy:

Earliest Cutoff Date: 16/05/2025

Votable Shares: 20,736

Shares on Loan: 0

Shares Instructed: 20,736

Shares Voted: 20,736

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Remuneration Report	Mamt	Yes	For	For		For	For	No	No	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
3	Elect Sol Daurella as Director	Mamt	Yes	For	For	_	For	For	No	No	No

Additional

Voting

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Elect Robert Appleby as Mgmt Yes For For For For No No No Director

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Director

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
5	Re-elect Manolo Arroyo as	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	_

LeanitibbA

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Re-elect Guillaume Bacuvier as Mgmt Yes For For For No No No No

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Director

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
7	Re-elect John Bryant as	Mgmt	Yes	For	For		For	For	No	No	No	_

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Re-elect Jose Ignacio Comenge Mgmt Yes For Against Against Against Yes No No

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Director

10

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
9	Re-elect Damian Gammell as	Mgmt	Yes	For	For		For	For	No	No	No	_

LeanitibbA

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Re-elect Nathalie Gaveau as Mgmt Yes For For For For No No No No Director

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Aguilar as Director

12

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
11	Re-elect Alvaro Gomez-Trenor	Mamt	Yes	For	For		For	For	No	No	No.

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Re-elect Mary Harris as Mgmt Yes For For For No No No No

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Director

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	Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
Ī	13	Re-elect Thomas Johnson as	Mgmt	Yes	For	For		For	For	No	No	No

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Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Re-elect Alfonso Libano Mgmt Yes For For For For No No No Daurella as Director

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Director

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	Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
Ī	15	Re-elect Nicolas Mirzayantz as	Mgmt	Yes	For	For		For	For	No	No	No

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Re-elect Mark Price as Director Mgmt Yes For For For For No No No

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Director

18

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
17	Re-elect Nancy Quan as	Mgmt	Yes	For	For		For	For	No	No	No	_

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Re-elect Mario Rotllant Sola as Mgmt Yes For For For No No No

Voting Policy Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Blended Rationale: Items 3-4, 6-7, 9-12, a d 14-19 Votes FOR Sol Daurella Comadran, Rob Appleby, Guillaume Bacuvier, John Bryant, Damian Gammell, Nathalie Gaveau, Alvaro Gomez-Trenor Aguilar, Mary Harris, Tom Johnson, Alfonso Libano Daurella, Nicolas Mirzayantz, Lord Mark Price, Nancy Quan, Mario Rotllant Sola and Dessi Temperley. Items 5 and 8 Votes AGAINST the re-election of Manolo Arroyo Prieto and Jose Ignacio Comenge Sanchez-Real are warranted because: * Potential independence issues have been identified and they currently sit on the Remuneration Committee, preventing the composition of this Committee from adhering to UK best practice recommendations for a company of this size. Items 13 A vote FOR the re-election of Thomas Johnson is warranted, although it is not without concern because: He is the Nomination Committee Chair who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the gender diversity targets of the revised Listing Rules. The main reason for support is: The Company has committed to working towards reaching the 40% target as a longer-term aim and will remain mindful of the Listing Rule requirements during its next independent NED recruitment process.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19	Re-elect Dessi Temperley as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 3-4, 6-7, 9-12, a John Bryant, Damian Gammell, Nathalie Gaveau, Daurella, Nicolas Mirzayantz, Lord Mark Price, N. AGAINST the re-election of Manolo Arroyo Prieto independence issues have been identified and the this Committee from adhering to UK best practic re-election of Thomas Johnson is warranted, alto who is considered to be ultimately accountable that targets of the revised Listing Rules. The main rethe 40% target as a longer-term aim and will recreasing recruitment process.	, Alvaro Gomez-1 ancy Quan, Maric o and Jose Ignaci hey currently sit c he recommendatic hough it is not w for board diversit, ason for support	Frenor Aguilo To Rotllant So To Comenge On the Remu Tons for a con Tons for a conce Tons for a conce Tons for a conce Tons for a conce The Conce	ar, Mary H sanchez-I sanchez-I ineration C mpany of irn becaus the Board ipany has	larris, Tom Jo ssi Temperley Real are warra Committee, po this size. Iten re: He is the N d does not mo committed to	thnson, Alfonson, Items 5 and anted because. The constant of the constant of the constant of the constant of the gender of the gender of working towa	D Libano 8 Votes * * Potention Composition OR the mmittee Characterists diversity ords reachin	al n of nair			
	Blended Rationale: Items 3-4, 6-7, 9-12, a d 14- Bryant, Damian Gammell, Nathalie Gaveau, Alva Nicolas Mirzayantz, Lord Mark Price, Nancy Quar re-election of Manolo Arroyo Prieto and Jose Ign issues have been identified and they currently si Committee from adhering to UK best practice re of Thomas Johnson is warranted, although it is a considered to be ultimately accountable for boat the revised Listing Rules. The main reason for st target as a longer-term aim and will remain min- recruitment process.	nro Gomez-Trenoin, Mario Rotllant. nacio Comenge Sa it on the Remune commendations in not without concer d diversity. Curre upport is: The Co	Aguilar, Massola and De Anchez-Real Fration Common For a compan For because The Bommany has	ary Harris, are warra mittee, pre ny of this : He is the pard does committed	Tom Johnson erley. Items 5 anted because eventing the c size. Items 12 e Nomination not meet the d to working t	n, Alfonso Liban and 8 Votes A e: * Potential in composition of S 3 A vote FOR ti Committee Cha gender diversi cowards reachin	no Daurello GAINST the Independent Ithis The re-elect In air who is The targets of the 409	a, ne cce cion			
20	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
21	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
22	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	For	No	No	No
23	Authorise Issue of Equity	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resoluted recommended limits.	itions is warrante	d because t	he propos	red amounts a	and durations a	re within				
	Blended Rationale: A vote FOR these resolutions recommended limits.	s is warranted bed	cause the pi	roposed ai	mounts and a	lurations are w	ithin				
24	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: All Rule 9 waivers are decreeping control. In light of this guidance, a vote				estors are con	cerned about t	the risk of				
	Blended Rationale: All Rule 9 waivers are deeme creeping control. In light of this guidance, a vote				are concerne	ed about the ris	sk of				
25	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolute recommended limits.	itions is warrante	d because t	he propos	red amounts a	and durations a	re within				
	Blended Rationale: A vote FOR these resolutions recommended limits.	s is warranted bed	cause the pi	roposed ai	mounts and a	lurations are w	ithin				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these recommended limits.	resolutions is warrante	od because ti	he propose	ed amounts a	and durations a	are within				
	Blended Rationale: A vote FOR these resorrecommended limits.	olutions is warranted be	cause the pr	oposed an	mounts and a	lurations are w	ithin				
27	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
28	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No

Anglogold Ashanti Plc

Meeting Date: 27/05/2025 **Record Date:** 04/04/2025

Country: United Kingdom Meeting Type: Annual

Ticker: AU Meeting ID: 1945544 Proxy Level: N/A

Additional Policy:

Shares Voted: 942,099

Primary Security ID: G0378L100

Primary CUSIP: G0378L100

Primary ISIN: GB00BRXH2664

Primary SEDOL: BRXH266

Earliest Cutoff Date: 19/05/2025 Votable Shares: 942,099

Total Ballots: 8 Shares on Loan: 0

Voting Policy: ISS

Shares Instructed: 942,099

Additional Voting Vote Votable Policy Against Mgmt **Policy** Against Against **Proposal** Vote Number Proposal Text Proponent Proposal Rec ISS Rec Instruction Policy ISS Rec Rec Mgmt 1 Accept Financial Statements Mgmt Yes For For For For No No No and Statutory Reports 2 Approve Remuneration Report Mgmt Yes For For For For No No No Elect Bruce Cleaver as Director Mgmt Yes For For For For No No No Voting Policy Rationale: A vote FOR the director nominees is warranted. Blended Rationale: A vote FOR the director nominees is warranted. Elect Nicky Newton-King as For For For No No No Director Voting Policy Rationale: A vote FOR the director nominees is warranted. Blended Rationale: A vote FOR the director nominees is warranted. Re-elect Kojo Busia as Director Mgmt For For No No No Voting Policy Rationale: A vote FOR the director nominees is warranted. Blended Rationale: A vote FOR the director nominees is warranted. Re-elect Alberto Calderon as Mgmt Yes For For For For No No No Director Voting Policy Rationale: A vote FOR the director nominees is warranted. Blended Rationale: A vote FOR the director nominees is warranted.

Anglogold Ashanti Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	Re-elect Gillian Doran as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director n	nominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	nees is warrante	ed.								
8	Re-elect Alan Ferguson as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director n	nominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	nees is warrante	ed.								
9	Re-elect Albert Garner as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director n	nominees is war	ranted.							-	
	Blended Rationale: A vote FOR the director nomin	nees is warrante	ed.								
10	Re-elect Jinhee Magie as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director n	nominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	nees is warrante	ed.								
11	Re-elect Diana Sands as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director n	nominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	nees is warrante	ed.								
12	Re-elect Jochen Tilk as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director n	nominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	nees is warrante	ed.								
13	Appoint PricewaterhouseCoopers LLP as Statutory Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these propose	als is warranted	t.								
	Blended Rationale: A vote FOR these proposals is	warranted.									
14	Authorize Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these propose	als is warranted	1.								
	Blended Rationale: A vote FOR these proposals is	warranted.									
15	Appoint PricewaterhouseCoopers Inc. as Independent Registered Public Accountants	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these propose	als is warranted	f.								
	Blended Rationale: A vote FOR these proposals is	warranted.									
16	Authorize UK Political Donations and Expenditure	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes

Glencore Plc

Meeting Date: 28/05/2025 **Record Date:** 26/05/2025

Country: Jersey

Ticker: GLEN
Meeting ID: 1917804

Proxy Level: N/A

Primary Security ID: G39420107

Meeting Type: Annual Primary CUSIP: G39420107

Primary ISIN: JE00B4T3BW64

Primary SEDOL: B4T3BW6

Earliest Cutoff Date: 19/05/2025

Total Ballots: 8

Voting Policy: ISS

Additional Policy:

Votable Shares: 1,376,794

Shares on Loan: 0

Shares Instructed: 1,376,794

Shares Voted: 1,376,794

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
2	Approve Reduction of Capital Contribution Reserves	Mgmt	Yes	For	For		For	For	No	No	No
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no sign	ificant conc	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as i	no significan	nt concerns	have been i	dentified.					
4	Re-elect Gary Nagle as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no sign	ificant cond	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as i	no significar	nt concerns	have been i	dentified.					
5	Re-elect Martin Gilbert as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no sign	ificant conc	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as i	no significar	nt concerns	have been i	dentified.					
6	Re-elect Gill Marcus as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no sign	ificant conc	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as i	no significan	nt concerns	have been i	dentified.					
7	Re-elect Cynthia Carroll as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no sign	ificant cond	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as i	no significar	nt concerns	have been i	dentified.					
8	Re-elect Liz Hewitt as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no sign	ificant conc	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as i	no significan	nt concerns	have been i	dentified.					
9	Elect John Wallington as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no sign	ificant conc	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as i	no significar	nt concerns	have been i	dentified.					
10	Elect Maria Margarita Zuleta as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidate	es is warranted	d as no sign.	ificant conc	cerns have b	een identified.					
	Blended Rationale: A vote FOR these candidates is	warranted as i	no significar	t concerns	have been i	dentified.					
11	Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes

Glencore Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
13	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
14	Authorise Issue of Equity	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because ti	he propose	d amounts a	nd durations a	nre within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bed	cause the pr	oposed am	ounts and d	urations are w	ithin				
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted	d because ti	he propose	d amounts a	nd durations a	re within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bed	cause the pr	roposed am	ounts and d	urations are w	ithin				
16	Approve Conversion of Ordinary Shares to Ordinary No Par Value Shares; Adopt New Memorandum and Articles of Association	Mgmt	Yes	For	For		For	For	No	No	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No

Gold Fields Ltd.

Meeting Date: 28/05/2025 **Record Date:** 23/05/2025

Country: South Africa Meeting Type: Annual

Total Ballots: 8

Ticker: GFI

Proxy Level: N/A

Primary Security ID: S31755101

Meeting ID: 1946643

Primary CUSIP: S31755101

Primary ISIN: ZAE000018123

Primary SEDOL: 6280215

Earliest Cutoff Date: 21/05/2025

Voting Policy: ISS

Additional Policy:

Votable Shares: 1,049,416	Shares on Loan: 0			Shares Inst	ructed: 1,049	9,416		Shares Voted	: 1,049,416		
Proposal Number	Proposal Text	Proponent	Votable Proposa	Mgmt I Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Resolutions	Mgmt	No								
1	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company	Mgmt	Yes	For	For		For	For	No	No	No
2.1	Elect Alex Dall as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these it re-election of these Directors.	tems is warranted: * i	No issues h	ave been id	dentified in r	elation to the e	election or				
	Blended Rationale: A vote FOR these items re-election of these Directors.	is warranted: * No is.	sues have l	been identii	fied in relatio	on to the election	on or			_	
2.2	Elect Zarina Bassa as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these it re-election of these Directors.	tems is warranted: * i	No issues h	ave been id	dentified in r	elation to the e	election or			-	
	Blended Rationale: A vote FOR these items	is warranted: * No is	sues have l	been identii	fied in relation	on to the election	on or			_	

re-election of these Directors.

Gold Fields Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.3	Elect Shannon McCrae as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is v re-election of these Directors.	warranted: * N	lo issues ha	ve been ide	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	nnted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
2.4	Re-elect Cristina Bitar as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is we re-election of these Directors.	varranted: * N	lo issues ha	ve been ide	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	nted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
2.5	Re-elect Jacqueline McGill as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is vere-election of these Directors.	varranted: * N	lo issues ha	ve been ide	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	nted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
2.6	Re-elect Alhassan Andani as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is vere-election of these Directors.	varranted: * N	lo issues ha	ve been ide	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	nted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
3.1	Re-elect Philisiwe Sibiya as Chairperson of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is v	warranted: * A	ll of the me	mbers of t	he Audit Con	nmittee are ind	lependent.				
	Blended Rationale: A vote FOR these items is warra	nted: * All of	the member	rs of the Au	ıdit Committe	ee are indepen	ndent.				
3.2	Elect Zarina Bassa as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is v	varranted: * A	ll of the me	mbers of t	he Audit Con	nmittee are ind	lependent.				
	Blended Rationale: A vote FOR these items is warra	nted: * All of	the member	rs of the Au	ıdit Committe	ee are indepen	ndent.				
3.3	Re-elect Carel Smit as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is v	varranted: * A	ll of the me	mbers of t	he Audit Con	nmittee are ind	lependent.				
	Blended Rationale: A vote FOR these items is warra	nted: * All of	the member	rs of the Au	ıdit Committe	ee are indeper	ndent.				
4.1	Elect Cristina Bitar as Chairperson of the Social, Ethics and Transformation Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is a to the election of these Directors to the Social and I			ause: * No	issues have	been identified	d in relation	7			
	Blended Rationale: A vote FOR these items is consideration of these Directors to the Social and Ethics		ed because:	* No issue	es have been	identified in re	elation to t	the			

Gold Fields Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.2	Elect Alhassan Andani as Member of the Social, Ethics and Transformation Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is to the election of these Directors to the Social and			ause: * No	issues have	been identified	d in relatio	п			
	Blended Rationale: A vote FOR these items is conselection of these Directors to the Social and Ethics		ed because:	* No issue	es have been	identified in r	elation to	the			
4.3	Elect Mike Fraser as Member of the Social, Ethics and Transformation Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is to the election of these Directors to the Social and			ause: * No	issues have	been identified	d in relatio	n			
	Blended Rationale: A vote FOR these items is conselection of these Directors to the Social and Ethics		ed because:	* No issue	es have been	identified in r	elation to	the			
4.4	Elect Shannon McCrae as Member of the Social, Ethics and Transformation Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is to the election of these Directors to the Social and			ause: * No	issues have	been identified	d in relatio	n			
	Blended Rationale: A vote FOR these items is consideration of these Directors to the Social and Ethics		ed because:	* No issue	es have been	identified in r	elation to	the			
4.5	Elect Carel Smit as Member of the Social, Ethics and Transformation Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is to the election of these Directors to the Social and			ause: * No	issues have	been identified	d in relatio	n			
	Blended Rationale: A vote FOR these items is consideration of these Directors to the Social and Ethics		ed because:	* No issue	es have been	identified in r	elation to	the			
5.1	Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
5.2	Approve Remuneration Implementation Report	Mgmt	Yes	For	For		For	For	No	No	No
6	Authorise Ratification of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
	Special Resolutions	Mgmt	No								
1	Authorise Board to Issue Shares for Cash	Mgmt	Yes	For	For		For	For	No	No	No
2.1	Approve Remuneration of Chairperson of the Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is South African companies are offering to their NEDs				ear to be in l	ine with what	comparabi	le			
	Blended Rationale: A vote FOR these items is warra African companies are offering to their NEDs. No n	•		s appear to	o be in line w	vith what comp	oarable So	uth			
2.2	Approve Remuneration of Lead Independent Director of the Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is South African companies are offering to their NEDs				ear to be in l	ine with what	comparabi	le			
	Blended Rationale: A vote FOR these items is warra African companies are offering to their NEDs. No n		•	s appear to	o be in line w	vith what comp	parable So	uth			

Gold Fields Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.3	Approve Remuneration of Members of the Board	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is South African companies are offering to their NEDs				pear to be in .	line with what	comparab	le			
	Blended Rationale: A vote FOR these items is warra African companies are offering to their NEDs. No n	-	-	es appear i	to be in line v	with what com,	parable So	uth			
2.4	Approve Remuneration of Chairperson of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is South African companies are offering to their NEDs				ear to be in .	line with what	comparab	le e			
	Blended Rationale: A vote FOR these items is warra African companies are offering to their NEDs. No n	-	-	es appear t	to be in line v	with what com	parable So	uth			
2.5	Approve Remuneration of Chairpersons of the Nominating and Governance Committee, Remuneration Committee, Risk Committee, SET Committee, SHSD Committee, Strategy and Investment Committee and Technical Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is South African companies are offering to their NEDs	s. No major co	ncerns are r	aised.							
	Blended Rationale: A vote FOR these items is warn African companies are offering to their NEDs. No n		•	s appear i	o de in line v	vitn wnat com _i	Daradie So	utn			
2.6	Approve Remuneration of Members of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is South African companies are offering to their NEDs				pear to be in .	line with what	comparab	le			
	Blended Rationale: A vote FOR these items is warn African companies are offering to their NEDs. No n		•	es appear i	to be in line v	with what com,	parable So	uth			
2.7	Approve Remuneration of Members of the Nominating and Governance Committee, Remuneration Committee, Risk Committee, SET Committee, SHSD Committee, Strategy and Investment Committee and Technical Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is South African companies are offering to their NEDs				near to be in .	line with what	comparab	le .			
	Blended Rationale: A vote FOR these items is warra African companies are offering to their NEDs. No n		•	es appear i	to be in line v	with what com	parable So	uth			
3	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	Yes	For	For		For	For	No	No	No

Meeting Date: 29/05/2025 Record Date: 23/05/2025 Country: South Africa Meeting Type: Annual

Meeting ID: 1963456

Ticker: MTN

Proxy Level: N/A

Primary Security ID: S8039R108

Primary CUSIP: S8039R108

Primary ISIN: ZAE000042164

Primary SEDOL: 6563206

Earliest Cutoff Date: 22/05/2025

Votable Shares: 632,563

Total Ballots: 6 **Shares on Loan:** 0

Voting Policy: ISS

Shares Instructed: 632,563

Additional Policy: Shares Voted: 632,563

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1	Re-elect Mcebisi Jonas as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is vere-election of these Directors.	warranted: * N	lo issues ha	ve been ia	lentified in rei	lation to the el	ection or					
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	sues have be	een identifi	ied in relation	n to the election	n or					
2	Re-elect Khotso Mokhele as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is vere-election of these Directors.	warranted: * N	lo issues ha	ve been ia	entified in rei	lation to the el	ection or					
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	sues have be	een identifi	ied in relation	n to the election	n or					
3	Re-elect Vincent Rague as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.											
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	sues have be	een identifi	ied in relation	n to the election	n or					
4	Re-elect Lamido Sanusi as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.											
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	sues have be	een identifi	ied in relation	n to the election	n or					
5	Elect Sandile Gwala as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is vere-election of these Directors.	warranted: * N	lo issues ha	ve been ia	lentified in rei	lation to the el	ection or					
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	sues have be	een identifi	ied in relation	n to the election	n or					
6	Re-elect Sindi Mabaso-Koyana as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is v	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warra	anted: * All of	the member	rs of the A	udit Committ	ee are indepen	dent.					
7	Re-elect Nosipho Molope as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is u	warranted: * A	III of the me	mbers of t	he Audit Con	nmittee are ind	lependent.					
	Blended Rationale: A vote FOR these items is warra	anted: * All of	the member	rs of the A	udit Committe	ee are indeper	dent.					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
8	Re-elect Noluthando Gosa as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these items is v	varranted: * A	ll of the mei	mbers of t	he Audit Com	mittee are ind	lependent.						
	Blended Rationale: A vote FOR these items is warra	nted: * All of t	the member	s of the Au	udit Committe	ee are indepen	dent.						
9	Re-elect Vincent Rague as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these items is v	varranted: * A	ll of the mei	mbers of t	he Audit Com	mittee are ind	lependent.						
	Blended Rationale: A vote FOR these items is warra	nted: * All of t	the member	s of the Au	udit Committe	ee are indepen	dent.						
10	Re-elect Tim Pennington as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these items is v	varranted: * A	ll of the mei	mbers of t	he Audit Com	mittee are ind	lependent.						
	Blended Rationale: A vote FOR these items is warra	nted: * All of t	the member	s of the Au	udit Committe	ee are indepen	dent.						
11	Elect Sandile Gwala as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.												
	Blended Rationale: A vote FOR these items is warra	nted: * All of t	the member	s of the Au	udit Committe	ee are indepen	dent.		No No				
12	Re-elect Nkunku Sowazi as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these items is considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.												
	Blended Rationale: A vote FOR these items is consideration of these Directors to the Social, Ethics and			* No issue	es have been	identified in re	elation to t	he					
13	Re-elect Khotso Mokhele as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these items is c to the election of these Directors to the Social, Ethic				issues have i	been identified	l in relation	1					
	Blended Rationale: A vote FOR these items is considered election of these Directors to the Social, Ethics and			* No issue	es have been	identified in re	elation to t	he					
14	Re-elect Stanley Miller as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these items is c to the election of these Directors to the Social, Ethic				issues have i	been identified	l in relation	1					
	Blended Rationale: A vote FOR these items is considered election of these Directors to the Social, Ethics and the Social of these Directors to the Social of			* No issue	es have been	identified in re	elation to t	he					
15	Elect Sandile Gwala as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No		
	Voting Policy Rationale: A vote FOR these items is c to the election of these Directors to the Social, Ethic				issues have i	been identified	l in relation	1					
	Blended Rationale: A vote FOR these items is considered election of these Directors to the Social, Ethics and			* No issue	es have been	identified in re	elation to t	he					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
16	Re-elect Lamido Sanusi as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is to the election of these Directors to the Social, Ethic				issues have	been identified	d in relation	n				
	Blended Rationale: A vote FOR these items is consideration of these Directors to the Social, Ethics and			* No issue	es have been	identified in r	elation to t	the				
17	Re-elect Nicky Newton-King as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is to the election of these Directors to the Social, Ethic				issues have	been identified	d in relation	η				
	Blended Rationale: A vote FOR these items is consideration of these Directors to the Social, Ethics and			* No issue	es have been	identified in r	elation to t	the				
18	Reappoint Ernst and Young Inc as Auditors with Wickus Botha as the Designated Auditor	Mgmt	Yes	For	For		For	For	No	No	No	
19	Place Authorised but Unissued Shares under Control of Directors	Mgmt	Yes	For	For		For	For	No	No	No	
20	Authorise Board to Issue Shares for Cash	Mgmt	Yes	For	For		For	For	No	No	No	
21	Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No	
22	Approve Remuneration Implementation Report	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
	Voting Policy Rationale: A vote AGAINST this item is considered warranted: * Bonus outcomes have paid out at c.60% of maximum opportunity and appear to materially diverge from wider Group financial performance.											
	Blended Rationale: A vote AGAINST this item is con opportunity and appear to materially diverge from v				es have paid	out at c.60%	of maximu	ım				
23	Approve Remuneration of Board Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.		, ,	, ,	to be in line	with what con	mparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to b	e in line with	what compara	able South					
24	Approve Remuneration of Board International Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what con	mparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to b	e in line with	what compara	able South					
25	Approve Remuneration of Board Local Member	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to b	e in line with	what compara	able South					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
26	Approve Remuneration of Board International Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEL				or to be in line	with what co	mparable				
	Blended Rationale: A vote FOR this item is warra African companies are offering to their NEDs. No			appear to i	be in line with	what compar	able South	1		Against Mgmt Policy No No No No	
27	Approve Remuneration of Board Local Lead Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEL				nr to be in line	with what co	mparable				
	Blended Rationale: A vote FOR this item is warra African companies are offering to their NEDs. No			appear to i	be in line with	what compar	able South	,			
28	Approve Remuneration of Board International Lead Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEL				or to be in line	with what co	mparable				
	Blended Rationale: A vote FOR this item is warra African companies are offering to their NEDs. No			appear to i	be in line with	what compar	able South	1			
29	Approve Remuneration of Human Capital and Remuneration Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEI				nr to be in line	with what co	mparable			No No No No No No	
	Blended Rationale: A vote FOR this item is warra African companies are offering to their NEDs. No			appear to i	be in line with	what compar	able South	1			
30	Approve Remuneration of Human Capital and Remuneration Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEI				or to be in line	with what co	mparable				
	Blended Rationale: A vote FOR this item is warra African companies are offering to their NEDs. No			appear to i	be in line with	what compar	able South	•			
31	Approve Remuneration of Human Capital and Remuneration Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEL				er to be in line	with what co	mparable				
	Blended Rationale: A vote FOR this item is warra African companies are offering to their NEDs. No	, ,		appear to i	be in line with	what compar	able South	•			
32	Approve Remuneration of Human Capital and Remuneration Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEI				nr to be in line	with what co	mparable				
	Blended Rationale: A vote FOR this item is warra African companies are offering to their NEDs. No			appear to i	be in line with	what compar	able South	1			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
33	Approve Remuneration of Social, Ethics and Sustainability Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war. South African companies are offering to their NEDs.				to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma		-	opear to be	e in line with	what compara	ble South					
34	Approve Remuneration of Social, Ethics and Sustainability Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is ward South African companies are offering to their NEDs.				to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma		-	opear to be	e in line with	what compara	ble South					
35	Approve Remuneration of Social, Ethics and Sustainability Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war. South African companies are offering to their NEDs.				to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			opear to be	e in line with	what compara	ble South					
36	Approve Remuneration of Social, Ethics and Sustainability Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma		-	opear to be	e in line with	what compara	ble South					
37	Approve Remuneration of Audit Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma		-	opear to be	e in line with	what compara	ble South					
38	Approve Remuneration of Audit Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war. South African companies are offering to their NEDs.				to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	e in line with	what compara	ble South					
39	Approve Remuneration of Audit Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma		-	ppear to be	e in line with	what compara	ble South					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
40	Approve Remuneration of Audit Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to be	e in line with	what compara	able South				
41	Approve Remuneration of Risk Management and Compliance Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to be	e in line with	what compara	able South				
42	Approve Remuneration of Risk Management and Compliance Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.		-		to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to be	e in line with	what compara	able South				
43	Approve Remuneration of Risk Management and Compliance Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what con	nparable		nstruction Mgmt Policy or No No		
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to be	e in line with	what compara	able South				
44	Approve Remuneration of Risk Management and Compliance Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to be	e in line with	what compara	able South				
45	Approve Remuneration of Finance and Investment Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.										
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to be	e in line with	what compara	able South				
46	Approve Remuneration of Finance and Investment Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to be	e in line with	what compara	able South				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
47	Approve Remuneration of Finance and Investment Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what com	parable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma		-	ppear to be	in line with	what compara	ble South				
48	Approve Remuneration of Finance and Investment Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what com	parable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m.		-	ppear to be	in line with	what compara	ble South				
49	Approve Remuneration of Ad Hoc Strategy Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
50	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m		-	ppear to be	in line with	what compara	ble South				
50	Approve Remuneration of Ad Hoc Strategy Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.										
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	in line with	what compara	ble South				
51	Approve Remuneration of Ad Hoc Strategy Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what com	parable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	in line with	what compara	ble South				
52	Approve Remuneration of Ad Hoc Strategy Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.										
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	in line with	what compara	ble South				
53	Approve Remuneration of Directors Affairs and Corporate Governance Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				to be in line	with what com	parable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ppear to be	in line with	what compara	ble South				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
54	Approve Remuneration of Directors Affairs and Corporate Governance Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				r to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			ippear to L	be in line with	what compara	able South					
55	Approve Remuneration of Directors Affairs and Corporate Governance Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				r to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			appear to L	be in line with	what compara	able South					
56	Approve Remuneration of Directors Affairs and Corporate Governance Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			appear to l	be in line with	what compara	able South					
57	Approve Remuneration of Information Technology Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				r to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m.			appear to L	be in line with	what compara	able South					
58	Approve Remuneration of Information Technology Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
	Blended Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
59	Approve Remuneration of Information Technology Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is war South African companies are offering to their NEDs.				r to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No m			appear to L	be in line with	what compara	able South					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
60	Approve Remuneration of Information Technology Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war. South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	e in line with	what compara	ble South				
61	Approve Remuneration of Sourcing Committee Local Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war. South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	e in line with	what compara	ble South				
62	Approve Remuneration of Sourcing Committee International Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war. South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	e in line with	what compara	ble South		NO N		
63	Approve Remuneration of Sourcing Committee Local Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war. South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	e in line with	what compara	ble South				
64	Approve Remuneration of Sourcing Committee International Member	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war. South African companies are offering to their NEDs.				to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warrante African companies are offering to their NEDs. No ma			ppear to be	e in line with	what compara	ble South				
65	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
66	Approve Financial Assistance to Subsidiaries and Other Related and Inter-related Entities	Mgmt	Yes	For	For		For	For	No	No	No
67	Approve Financial Assistance to Directors, Prescribed Officers and Employee Share Scheme Beneficiaries	Mgmt	Yes	For	For		For	For	No	No	No
68	Approve Financial Assistance to MTN Zakhele Futhi (RF) Limited	Mgmt	Yes	For	For		For	For	No	No	No

Meeting Date: 30/05/2025

Country: South Africa
Meeting Type: Annual

Ticker: NED
Meeting ID: 1957233

Proxy Level: N/A

Record Date: 23/05/2025
Primary Security ID: S5518R104

Primary CUSIP: S5518R104

Primary ISIN: ZAE000004875

Primary SEDOL: 6628008

Earliest Cutoff Date: 21/05/2025

Total Ballots: 8

Voting Policy: ISS

Additional Policy:

Votable Shares: 1,149,388 Shares on Loan: 0 Shares Instructed: 1,149,388 Shares Voted: 1,149,388

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Resolutions	Mgmt	No								
1.1	Elect May Hermanus as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these item. re-election of these Directors.	s is warranted: * I	Vo issues ha	ve been id	dentified in re	lation to the e	lection or				
	Blended Rationale: A vote FOR these items is v re-election of these Directors.	varranted: * No iss	sues have be	een identii	fied in relatior	n to the electio	n or				
2.1	Re-elect Hubert Brody as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these item. re-election of these Directors.	s is warranted: * I	Vo issues ha	ve been id	dentified in re	lation to the e	lection or				
	Blended Rationale: A vote FOR these items is v re-election of these Directors.	varranted: * No iss	sues have be	een identii	fied in relation	n to the electio	n or				
2.2	Re-elect Phumzile Langeni as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these item. re-election of these Directors.	s is warranted: * I	Vo issues ha	ve been id	dentified in re	lation to the e	lection or				
	Blended Rationale: A vote FOR these items is v re-election of these Directors.	varranted: * No iss	sues have be	een identii	fied in relatior	n to the electio	n or				
2.3	Re-elect Rob Leith as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these item. re-election of these Directors.	s is warranted: * I	Vo issues ha	ve been id	dentified in re	lation to the e	lection or				
	Blended Rationale: A vote FOR these items is v re-election of these Directors.	varranted: * No iss	sues have be	een identii	fied in relation	n to the electio	n or				
2.4	Re-elect Stanley Subramoney as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these item. re-election of these Directors.	s is warranted: * I	Vo issues ha	ve been id	dentified in re	lation to the e	lection or				
	Blended Rationale: A vote FOR these items is v re-election of these Directors.	varranted: * No iss	sues have be	een identit	fied in relatior	n to the electio	n or				
3.1	Reappoint Ernst & Young Incorporated as Auditors with Rohan Baboolal as Designated Registered Auditor	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these item.	s is warranted, as	no significai	nt concern	s have been i	identified.					
	Blended Rationale: A vote FOR these items is v	varranted, as no si	ignificant co	ncerns ha	ve been ident	rified.					
3.2	Reappoint KPMG Incorporated as Auditors with Joelene Pierce as Designated Registered Auditor	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these item.	s is warranted, as	no significal	nt concern	s have been i	identified.					
	Blended Rationale: A vote FOR these items is v	varranted, as no si	ignificant co	ncerns ha	ve been ident	rified.					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.1	Elect Linda Makalima as Member of the Group Transformation, Social and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is election of these Directors to the Group Transform				have been ide.	ntified in relati	ion to the				
	Blended Rationale: A vote FOR these items is cond of these Directors to the Group Transformation, S				been identifie	d in relation to	o the elect	ion			
4.2	Elect May Hermanus as Member of the Group Transformation, Social and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is election of these Directors to the Group Transform				have been ide	ntified in relati	ion to the				
	Blended Rationale: A vote FOR these items is condense of these Directors to the Group Transformation, S				been identifie	d in relation to	o the elect	ion			
4.3	Elect Jason Quinn as Member of the Group Transformation, Social and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is election of these Directors to the Group Transform										
	Blended Rationale: A vote FOR these items is cond of these Directors to the Group Transformation, S				been identifie	d in relation to	o the elect	ion			
4.4	Elect Stanley Subramoney as Member of the Group Transformation, Social and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is election of these Directors to the Group Transform				have been ide.	ntified in relati	ion to the				
	Blended Rationale: A vote FOR these items is cond of these Directors to the Group Transformation, S				been identifie	d in relation to	o the elect	ion			
5.1	Re-elect Neo Dongwana as Member of the Group Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5.1, 5.2, 5.4, and 5.5 A vote FOR these items is warranted: * All of the members of the Group Audit Committee are independent. Item 5.3 This resolution has been withdrawn due to the passing of NED Errol Kruger on 26 April 2025.										
	Blended Rationale: Items 5.1, 5.2, 5.4, and 5.5 A Committee are independent. Item 5.3 This resolute 2025.						-				
5.2	Re-elect Hubert Brody as Member of the Group Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5.1, 5.2, 5.4, and 5 Audit Committee are independent. Item 5.3 This in April 2025.										
	Blended Rationale: Items 5.1, 5.2, 5.4, and 5.5 A Committee are independent. Item 5.3 This resolute 2025.										

						Additional	Voting		Vote	Vote	Vote
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
5.3	Re-elect Errol Kruger as Member of the Group Audit Committee (WITHDRAWN)	Mgmt	No								
	Voting Policy Rationale: Items 5.1, 5.2, 5.4, and 5 Audit Committee are independent. Item 5.3 This r April 2025.						-			_	
	Blended Rationale: Items 5.1, 5.2, 5.4, and 5.5 A Committee are independent. Item 5.3 This resolut 2025.										
5.4	Re-elect Phumzile Langeni as Member of the Group Audit Committee	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes
	Voting Policy Rationale: Items 5.1, 5.2, 5.4, and 5 Audit Committee are independent. Item 5.3 This r April 2025.						-			-	
	Blended Rationale: Items 5.1, 5.2, 5.4, and 5.5 A Committee are independent. Item 5.3 This resolut 2025.										
5.5	Re-elect Terence Nombembe as Member of the Group Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 5.1, 5.2, 5.4, and 5 Audit Committee are independent. Item 5.3 This r April 2025.						-				
	Blended Rationale: Items 5.1, 5.2, 5.4, and 5.5 A Committee are independent. Item 5.3 This resolut 2025.						-			-	
6	Place Authorised but Unissued Shares under Control of Directors	Mgmt	Yes	For	For		For	For	No	No	No
7	Place Authorised but Unissued A Non-redeemable, Non-cumulative, Non-participating, Perpetual Preference Shares under Control of Directors	Mgmt	Yes	For	For		For	For	No	No	No
8	Place Authorised but Unissued Cumulative, Redeemable, Non-participating Preference Shares under Control of Directors	Mgmt	Yes	For	For		For	For	No	No	No
	Advisory Endorsement	Mgmt	No								
9.1	Approve Remuneration Policy	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes
9.2	Approve Remuneration Implementation Report	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes
	Special Resolutions	Mgmt	No								

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1	Approve Fees for the Chairperson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 1.1-1.11 and line with what comparable South African coabove-inflationary increase, no major concewithout concern for shareholders: * The Cois: * The fee is specific to ad hoc meetings, impair director independence.	mpanies are offering erns are raised. Item empany is proposing a	to their NEL 1.12 A vote i an ad hoc me	Os. While o FOR this i eeting fee	certain fees re tem is warran for NEDs. Th	eceived an eted, although e main reason	it is not for suppo			_	
	Blended Rationale: Items 1.1-1.11 and 2.1-with what comparable South African compaincrease, no major concerns are raised. Iter shareholders: * The Company is proposing specific to ad hoc meetings, rather than ad independence.	nies are offering to to m 1.12 A vote FOR th an ad hoc meeting fe	heir NEDs. W his item is wa ee for NEDs.	Vhile certa arranted, a The main	ain fees receiv although it is i reason for su	red an above-in not without co upport is: * The	nflationary ncern for e fee is			-	
1.2	Approve Fees for the Lead Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 1.1-1.11 and line with what comparable South African coabove-inflationary increase, no major concewithout concern for shareholders: * The Cois: * The fee is specific to ad hoc meetings, impair director independence.	mpanies are offering erns are raised. Item empany is proposing a	to their NED 1.12 A vote i an ad hoc me	Os. While o FOR this i eeting fee	certain fees re tem is warran for NEDs. Th	eceived an Ited, although e main reason	it is not for suppo			_	
	Blended Rationale: Items 1.1-1.11 and 2.1- with what comparable South African compa increase, no major concerns are raised. Iter shareholders: * The Company is proposing specific to ad hoc meetings, rather than ad independence.	nnies are offering to to m 1.12 A vote FOR th an ad hoc meeting fe	heir NEDs. W his item is wa ee for NEDs.	Vhile certa arranted, a The main	ain fees receiv although it is i reason for su	ed an above-ii not without co upport is: * Th	nflationary ncern for e fee is			-	
1.3	Approve Fees for the Group Boardmember	Mgmt	Yes	For	For		For	For	No	No	No
1.3	Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.										
	Blended Rationale: Items 1.1-1.11 and 2.1-with what comparable South African compaincrease, no major concerns are raised. Iter shareholders: * The Company is proposing specific to ad hoc meetings, rather than ad independence.	nies are offering to to m 1.12 A vote FOR th an ad hoc meeting fe	heir NEDs. W his item is wa ee for NEDs.	Vhile certa arranted, a The main	ain fees receiv although it is i reason for su	red an above-in not without co upport is: * The	nflationary ncern for e fee is			-	
1.4	Approve Fees for the Group Audit Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	Audit Committee Members Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.										
	Blended Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.										

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.5	Approve Fees for the Group Credit Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and line with what comparable South African coabove-inflationary increase, no major concuithout concern for shareholders: * The Coabove is: * The fee is specific to ad hoc meetings impair director independence.	ompanies are offering erns are raised. Item . ompany is proposing a	to their NEL 1.12 A vote i an ad hoc me	Os. While o FOR this i eeting fee	certain fees re item is warran e for NEDs. Th	eceived an eted, although e main reason	it is not for suppo					
	Blended Rationale: Items 1.1-1.11 and 2.1 with what comparable South African compincrease, no major concerns are raised. Ite shareholders: * The Company is proposing specific to ad hoc meetings, rather than accindependence.	anies are offering to to om 1.12 A vote FOR th o an ad hoc meeting fe	heir NEDs. W his item is wa hee for NEDs.	Vhile certa arranted, a The main	ain fees receive although it is i reason for su	ed an above-in not without co upport is: * The	nflationary ncern for e fee is					
1.6	Approve Fees for the Group Directors' Affairs Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
	Blended Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
1.7	Approve Fees for the Group Information Technology Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
	Blended Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.8	Approve Fees for the Group Remuneration Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and line with what comparable South African coabove-inflationary increase, no major concewithout concern for shareholders: * The Cois: * The fee is specific to ad hoc meetings, impair director independence.	mpanies are offering erns are raised. Item . mpany is proposing a	to their NED 1.12 A vote i an ad hoc me	Os. While of FOR this it eeting fee	certain fees re tem is warran for NEDs. The	ceived an ted, although i e main reason	it is not for suppo					
	Blended Rationale: Items 1.1-1.11 and 2.1- with what comparable South African compa increase, no major concerns are raised. Iter shareholders: * The Company is proposing specific to ad hoc meetings, rather than ad independence.	nies are offering to to n 1.12 A vote FOR th an ad hoc meeting fe	heir NEDs. W his item is wa hee for NEDs.	Vhile certa arranted, a The main	in fees receive although it is r reason for su	ed an above-ir not without co pport is: * The	nflationary ncern for e fee is					
1.9	Approve Fees for the Group Risk and Capital Management Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
	Blended Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
1.10	Approve Fees for the Group Transformation, Social and Ethics Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
	Blended Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.11	Approve Fees for the Group Sustainability and Climate Resilience Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and 2 line with what comparable South African com above-inflationary increase, no major concern without concern for shareholders: * The Comis: * The fee is specific to ad hoc meetings, raimpair director independence.	panies are offering on ns are raised. Item in npany is proposing a	to their NED 1.12 A vote i in ad hoc me	Os. While o FOR this it eeting fee	ertain fees re em is warrand for NEDs. The	ceived an ted, although i e main reason	it is not for suppo					
	Blended Rationale: Items 1.1-1.11 and 2.1-2. with what comparable South African compani increase, no major concerns are raised. Item shareholders: * The Company is proposing ar specific to ad hoc meetings, rather than ad ho independence.	ies are offering to th 1.12 A vote FOR the n ad hoc meeting fe	neir NEDs. W is item is wa e for NEDs.	Vhile certal arranted, a The main	in fees receive Ithough it is r reason for su	ed an above-ir not without co pport is: * The	nflationary ncern for e fee is					
1.12	Approve Fees for the Ad Hoc Meetings	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and 2 line with what comparable South African com above-inflationary increase, no major concern without concern for shareholders: * The Com is: * The fee is specific to ad hoc meetings, raimpair director independence.	panies are offering on the sare raised. Item in Supany is proposing a	to their NED 1.12 A vote i n ad hoc me	Os. While o FOR this it eeting fee	ertain fees re em is warrant for NEDs. The	ceived an ted, although i e main reason	it is not for suppo					
2.1	Blended Rationale: Items 1.1-1.11 and 2.1-2. with what comparable South African compani increase, no major concerns are raised. Item shareholders: * The Company is proposing ar specific to ad hoc meetings, rather than ad ho independence.	ies are offering to th 1.12 A vote FOR the n ad hoc meeting fe	neir NEDs. W is item is wa e for NEDs.	Vhile certal arranted, a The main	in fees receive Although it is r reason for su	ed an above-ir not without co opport is: * The	nflationary ncern for e fee is			-		
2.1	Approve Fees for the Acting Mgmt Yes For For For No Group Chairperson											
	Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
	Blended Rationale: Items 1.1-1.11 and 2.1-2. with what comparable South African companincrease, no major concerns are raised. Item shareholders: * The Company is proposing as specific to ad hoc meetings, rather than ad ho	ies are offering to th 1.12 A vote FOR thing and and hoc meeting feat	neir NEDs. W is item is wa e for NEDs.	Vhile certal arranted, a The main	in fees receive Olthough it is r reason for su	ed an above-in not without co opport is: * The	nflationary ncern for e fee is					
2.2	Approve Fees for the Acting Lead Independent Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
	Blended Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2.3	Approve Fees for the Acting Board Committee Chairperson	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
	Blended Rationale: Items 1.1-1.11 and 2.1-2.3 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. While certain fees received an above-inflationary increase, no major concerns are raised. Item 1.12 A vote FOR this item is warranted, although it is not without concern for shareholders: * The Company is proposing an ad hoc meeting fee for NEDs. The main reason for support is: * The fee is specific to ad hoc meetings, rather than ad hoc services which may encompass work that could potentially impair director independence.											
3	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No	
4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	Yes	For	For		For	For	No	No	No	

Old Mutual Ltd.

Meeting Date: 30/05/2025 **Record Date:** 23/05/2025

Country: South Africa

Ticker: OMU

Proxy Level: N/A

Primary Security ID: S5790B132

Meeting Type: Annual

Meeting ID: 1956095

Primary CUSIP: S5790B132

Primary ISIN: ZAE000255360

Primary SEDOL: BDVPYN5

Earliest Cutoff Date: 22/05/2025

Total Ballots: 2

Voting Policy: ISS

Additional Policy: Shares Voted: 0

Votable Shares: 2,499,266	Shares on Loan: 0		S	hares Inst	ructed: 0			Shares Voted	1: 0		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Resolutions	Mgmt	No								
1.1	Re-elect John Lister as Director	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: A vote FOR these in these Directors.	tems is warranted: * i	No issues ha	ave been id	dentified in re	elation to the r	e-election	of			
	Blended Rationale: A vote FOR these items Directors.	is warranted: * No is.	sues have b	een identii	fied in relatio	n to the re-ele	ction of th	ese		-	
1.2	Re-elect Sizeka Magwentshu-Rensburg as Director	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: A vote FOR these in these Directors.	tems is warranted: * i	No issues ha	ave been id	dentified in re	elation to the r	e-election	of		-	
	Blended Rationale: A vote FOR these items Directors.	is warranted: * No is.	sues have b	een identii	fied in relation	n to the re-ele	ction of th	ese		-	
1.3	Re-elect Stewart van Graan as Director	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: A vote FOR these in these Directors.	tems is warranted: * i	No issues ha	ave been id	dentified in re	elation to the r	e-election	of			
	Blended Rationale: A vote FOR these items	is warranted: * No is.	sues have b	een identii	fied in relatio	n to the re-ele	ction of th	ese		-	

Directors.

Old Mutual Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
2.1	Re-elect Olufunke Ighodaro as Member of the Audit Committee	Mgmt	Yes	For	For		For		No	No	No	
	Voting Policy Rationale: Items 2.1-2.5 A vote FOR independent. Item 2.6 This item is withdrawn. No			* All of the	e members o	f the Audit Con	mmittee ar	е				
	Blended Rationale: Items 2.1-2.5 A vote FOR these independent. Item 2.6 This item is withdrawn. No			of the me	mbers of the	Audit Committ	tee are					
2.2	Re-elect Itumeleng Kgaboesele as Member of the Audit Committee	Mgmt	Yes	For	For		For		No	No	No	
	Voting Policy Rationale: Items 2.1-2.5 A vote FOR independent. Item 2.6 This item is withdrawn. No			* All of the	e members o	f the Audit Con	mmittee ar	e				
	Blended Rationale: Items 2.1-2.5 A vote FOR these independent. Item 2.6 This item is withdrawn. No			of the mei	mbers of the	Audit Committ	tee are					
2.3	Re-elect Jaco Langner as Member of the Audit Committee	Mgmt	Yes	For	For		For		No	No	No	
	Voting Policy Rationale: Items 2.1-2.5 A vote FOR these items is warranted: * All of the members of the Audit Committee are independent. Item 2.6 This item is withdrawn. No vote is required.											
	Blended Rationale: Items 2.1-2.5 A vote FOR these independent. Item 2.6 This item is withdrawn. No			of the mei	mbers of the	Audit Committ	tee are					
2.4	Re-elect John Lister as Member of the Audit Committee	Mgmt	Yes	For	For		For		No	No	No	
	Voting Policy Rationale: Items 2.1-2.5 A vote FOR these items is warranted: * All of the members of the Audit Committee are independent. Item 2.6 This item is withdrawn. No vote is required. Blended Rationale: Items 2.1-2.5 A vote FOR these items is warranted: * All of the members of the Audit Committee are											
	Blended Rationale: Items 2.1-2.5 A vote FOR these independent. Item 2.6 This item is withdrawn. No			of the mei	mbers of the	Audit Committ	tee are					
2.5	Re-elect Busisiwe Silwanyana as Member of the Audit Committee	Mgmt	Yes	For	For		For		No	No	No	
	Voting Policy Rationale: Items 2.1-2.5 A vote FOR independent. Item 2.6 This item is withdrawn. No			* All of the	e members o	f the Audit Cor	nmittee ar	е				
	Blended Rationale: Items 2.1-2.5 A vote FOR these independent. Item 2.6 This item is withdrawn. No			of the me	mbers of the	Audit Committ	tee are					
2.6	Re-elect Jurie Strydom as Member of the Audit Committee (WITHDRAWN)	Mgmt	No									
	Voting Policy Rationale: Items 2.1-2.5 A vote FOR these items is warranted: * All of the members of the Audit Committee are independent. Item 2.6 This item is withdrawn. No vote is required.											
	Blended Rationale: Items 2.1-2.5 A vote FOR these independent. Item 2.6 This item is withdrawn. No			of the mei	mbers of the	Audit Committ	tee are					
3.1	Elect Brian Armstrong as Member of the Responsible Business Committee	Mgmt	Yes	For	For		For		No	No	No	
	Voting Policy Rationale: Items 3.1-3.5 A vote FOR election of these Directors. Item 3.6 This item is w				s have been	identified in re	lation to ti	he				
	Blended Rationale: Items 3.1-3.5 A vote FOR these election of these Directors. Item 3.6 This item is w				ve been ident	tified in relation	n to the					

Old Mutual Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.2	Elect Jaco Langner as Member of the Responsible Business Committee	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: Items 3.1-3.5 A vote FOR velection of these Directors. Item 3.6 This item is well				have been i	dentified in rela	ation to th	e			
	Blended Rationale: Items 3.1-3.5 A vote FOR these election of these Directors. Item 3.6 This item is with				e been identi	fied in relation	to the				
3.3	Elect Sizeka Magwentshu-Rensburg as Member of the Responsible Business Committee	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: Items 3.1-3.5 A vote FOR a election of these Directors. Item 3.6 This item is with				have been i	dentified in rela	ation to th	e			
	Blended Rationale: Items 3.1-3.5 A vote FOR these election of these Directors. Item 3.6 This item is with a second of the second				e been identi	ified in relation	to the				
3.4	Elect Trevor Manuel as Member of the Responsible Business Committee	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: Items 3.1-3.5 A vote FOR velection of these Directors. Item 3.6 This item is well				have been i	dentified in rel	ation to th	e			
	Blended Rationale: Items 3.1-3.5 A vote FOR these election of these Directors. Item 3.6 This item is with				e been identi	ified in relation	to the				
3.5	Elect James Mwangi as Member of the Responsible Business Committee	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: Items 3.1-3.5 A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors. Item 3.6 This item is withdrawn. No vote is required.										
	Blended Rationale: Items 3.1-3.5 A vote FOR these election of these Directors. Item 3.6 This item is with				e been identi	ified in relation	to the				
3.6	Elect Iain Williamson as Member of the Responsible Business Committee (WITHDRAWN)	Mgmt	No								
	Voting Policy Rationale: Items 3.1-3.5 A vote FOR velection of these Directors. Item 3.6 This item is well				have been i	dentified in rel	ation to th	e			
	Blended Rationale: Items 3.1-3.5 A vote FOR these election of these Directors. Item 3.6 This item is with				e been identi	ified in relation	to the				
4.1	Reappoint Deloitte & Touche as Joint Auditors	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: A vote FOR these items is	considered wai	rranted in th	e absence	of material o	concerns.					
	Blended Rationale: A vote FOR these items is consi	idered warrante	ed in the ab	sence of m	aterial conce	erns.					
4.2	Reappoint Ernst & Young as Joint Auditors	Mgmt	Yes	For	For		For		No	No	No
	Voting Policy Rationale: A vote FOR these items is	considered war	rranted in th	e absence	of material c	concerns.					
	Blended Rationale: A vote FOR these items is consi	idered warranto	ed in the ab	sence of m	aterial conce	erns.					
5.1	Approve Remuneration Policy	Mgmt	Yes	For	For		For		No	No	No
5.2	Approve Remuneration Implementation Report	Mgmt	Yes	For	For		For		No	No	No
	Special Resolutions	Mgmt	No								

Old Mutual Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Remuneration of Non-Executive Directors	Mgmt	Yes	For	For		For		No	No	No
2	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For		No	No	No
3	Approve Financial Assistance to Subsidiaries and Other Related and Inter-related Entities and to Directors, Prescribed Officers and Other Persons Participating in Share or Other Employee Incentive Schemes	Mgmt	Yes	For	For		For		No	No	No

Absa Group Ltd.

Meeting Date: 03/06/2025 **Record Date:** 23/05/2025

Country: South Africa Meeting Type: Annual Ticker: ABG

Proxy Level: N/A

Primary Security ID: S0270C106

Pı

3.2

Primary CUSIP: S0270C106

Meeting ID: 1948663 Primary ISIN: ZAE000255915

Primary SEDOL: BFX05H3

No

No

No

For

Earliest Cutoff Date: 27/05/2025

Total Ballots: 8

Voting Policy: ISS

- W-+- 4- 2 000 0F0

Additional Policy:

2 000 050

as Auditors with John Bennett as the Designated Auditor

Re-elect Fulvio Tonelli as

Votable Shares: 3,908,958	Shares on Loan: 0		S	hares Inst	ructed: 3,908	,958		Shares Voted	: 3,908,958		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A a	Reappoint KPMG Inc as Auditors with Riaz Muradmia as the Designated Auditor	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items	s is warranted as i	no significan	t concerns	s have been i	identified.					
	Blended Rationale: A vote FOR these items is w	varranted as no sig	gnificant con	ncerns hav	e been identi	ified.					
2	Reappoint PricewaterhouseCoopers Inc.	Mgmt	Yes	For	For		For	For	No	No	No

Blended Rationale: A vote FOR these items is warranted as no significant concerns have been identified. 3.1 Re-elect Alpheus Mangale as Mgmt No No Director Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.

Yes

For

For

Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.

Mgmt

Voting Policy Rationale: A vote FOR these items is warranted as no significant concerns have been identified.

Director Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.

Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.3	Re-elect Nonhlanhla Mjoli-Mncube as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is vere-election of these Directors.	warranted: * Λ	lo issues ha	ve been id	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
3.4	Re-elect Peter Mageza as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is re-election of these Directors.	warranted: * Λ	lo issues ha	ve been id	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	rues have be	een identifi	ed in relation	to the election	n or				
3.5	Re-elect Rene van Wyk as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is vere-election of these Directors.	warranted: * N	lo issues ha	ve been id	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
3.6	Re-elect Tasneem Abdool-Samad as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
4.1	Elect Deon Raju as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
4.2	Elect Charles Russon as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is ver-election of these Directors.	warranted: * Λ	lo issues ha	ve been id	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
4.3	Elect Sindi Zilwa as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is vere-election of these Directors.	warranted: * N	lo issues ha	ve been id	entified in rei	lation to the el	ection or				
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				
4.4	Elect Zarina Bassa as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	ues have be	een identifi	ed in relation	to the election	n or				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
4.5	Elect Kenny Fihla as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is re-election of these Directors.	warranted: * N	lo issues ha	ve been ide	entified in rel	lation to the el	ection or					
	Blended Rationale: A vote FOR these items is warra re-election of these Directors.	anted: * No iss	sues have be	een identifie	ed in relation	to the election	n or					
5.1	Elect Sindi Zilwa as Member of the Group Audit and Compliance Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is	warranted: * 7	These memb	ers of the o	Committee a	re independen	t.					
	Blended Rationale: A vote FOR these items is warra	anted: * These	members o	of the Comm	nittee are ind	dependent.						
5.2	Elect Zarina Bassa as Member of the Group Audit and Compliance Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is	warranted: * 7	These memb	ers of the o	Committee a	re independen	t.					
	Blended Rationale: A vote FOR these items is warra	anted: * These	members o	of the Comm	mittee are ind	dependent.						
5.3	Re-elect Alison Beck as Member of the Group Audit and Compliance Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * These members of the Committee are independent.											
	Blended Rationale: A vote FOR these items is warra	anted: * These	members o	of the Comm	mittee are inc	dependent.						
5.4	Re-elect Peter Mageza as Member of the Group Audit and Compliance Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * These members of the Committee are independent.											
	Blended Rationale: A vote FOR these items is warra	anted: * These	members o	of the Comm	mittee are inc	dependent.						
5.5	Re-elect Fulvio Tonelli as Member of the Group Audit and Compliance Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is	warranted: * 7	These memb	ers of the o	Committee a	re independen	t.					
	Blended Rationale: A vote FOR these items is warra	anted: * These	members o	of the Comm	mittee are ind	dependent.						
5.6	Re-elect Rene van Wyk as Member of the Group Audit	Mgmt	No									
	and Compliance Committee (WITHDRAWN)											
5.7	Re-elect Tasneem Abdool-Samad as Member of the Group Audit and Compliance Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is	warranted: * 7	These memb	ers of the o	Committee a	re independen	t.					
	Blended Rationale: A vote FOR these items is warra	anted: * These	members o	of the Comm	mittee are ind	dependent.						
6.1	Elect Sindi Zilwa as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
	Blended Rationale: A vote FOR these items is warra Directors.	anted: * No iss	sues have be	een identifie	ed in relation	to the election	n of these					

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
6.2	Elect Ihron Rensburg as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
	Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
6.3	Elect Luisa Diogo as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
	Blended Rationale: A vote FOR these items is warr. Directors.	anted: * No iss	sues have be	een identifi	ied in relatior	n to the electic	on of these					
6.4	Elect Nonhlanhla Mjoli-Mncube as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
	Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
6.5	Elect Rose Keanly as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
	Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
6.6	Elect Sello Moloko as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
	Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
6.7	Elect Kenny Fihla as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
	Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.											
7	Place Authorised but Unissued Shares under Control of Directors	Mgmt	Yes	For	For		For	For	No	No	No	
8	Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No	
9	Approve Remuneration Implementation Report	Mgmt	Yes	For	For		For	For	No	No	No	
10	Approve Remuneration of Non-Executive Directors	Mgmt	Yes	For	For		For	For	No	No	No	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
12	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warranted: * These are routine requests, proposed as a result of the implementation of the Companies Act 2008.										
	Blended Rationale: A vote FOR these items is warranted: * These are routine requests, proposed as a result of the implementation of the Companies Act 2008.										
13	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warranted: * These are routine requests, proposed as a result of the implementation of the Companies Act 2008.										
	Blended Rationale: A vote FOR these items is warranted: * These are routine requests, proposed as a result of the implementation of the Companies Act 2008.										

Sanlam Ltd.

Meeting Date: 04/06/2025Country: South AfricaTicker: SLMProxy Level: N/A

Record Date: 23/05/2025 Meeting Type: Annual Meeting ID: 1945852

Primary Security ID: S7302C137 Primary CUSIP: S7302C137 Primary ISIN: ZAE000070660 Primary SEDOL: B0L6750

 Earliest Cutoff Date: 28/05/2025
 Total Ballots: 8
 Voting Policy: ISS
 Additional Policy:

 Votable Shares: 4,466,807
 Shares on Loan: 0
 Shares Instructed: 4,466,807
 Shares Voted: 4,466,807

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 December 2024	Mgmt	Yes	For	For		For	For	No	No	No
2.1	Reappoint KPMG Inc as Joint Auditors with Pierre Fourie as the Individual and Designated Auditor	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warranted, as no significant concerns have been identified. Blended Rationale: A vote FOR this item is warranted, as no significant concerns have been identified.										
2.2	Reappoint PricewaterhouseCoopers Inc as Joint Auditors with Alsue Du Preez as the Individual and Designated Auditor	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warranted, as no significant concerns have been identified.										
	Blended Rationale: A vote FOR this item is	warranted, as no sign	ificant conce	erns have l	been identifie	ed.					

Sanlam Ltd.

credentials.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
3.1	Re-elect Shirley Zinn as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Item 3.1-3.3, 3.5 & 4 A vote FOR these items is considered warranted: * No issues have been identified in relation to the election or re-election of these Directors. Item 3.4 A vote FOR this item is considered warranted, although it is not without concern because: * Patrice Motsepe is a non-independent NED who serves as a member of the Remuneration and Nomination Committees, on which there is no majority of independent NEDs among the Committee members. The absence of an independent majority on the Remuneration Committee and the Nomination Committee increases the potential for these Committees to be unable to effectively oversee the executive management. The main reason for support is: * He chairs and represents Ubuntu-Botho Investments (Pty) Ltd, the Company's BEE partner, which owns 13.81% of the Company's issued share capital. A degree of consideration is provided to take into account the potential implications for the Company's BEE credentials.										
	Blended Rationale: Item 3.1-3.3, 3.5 & 4 A v. relation to the election or re-election of these not without concern because: * Patrice Motse Nomination Committees, on which there is not an independent majority on the Remuneration Committees to be unable to effectively overse represents Ubuntu-Botho Investments (Pty) I share capital. A degree of consideration is procredentials.	Directors. Item 3.4 epe is a non-indepent of majority of indepent of Committee and the ee the executive ma outd, the Company's	A A vote FOR ndent NED v endent NEDs ne Nominatio nagement. BEE partner,	R this item who serves among th on Commit The main on which ow	is considered s as a membe se Committee ttee increases reason for sup yns 13.81% o	warranted, all r of the Remu. members. The the potential apport is: * He f the Company	though it in neration and e absence of for these chairs and o's issued	is nd of			
3.2	Re-elect Ndivhuwo Manyonga as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Item 3.1-3.3, 3.5 & 4 A vote FOR these items is considered warranted: * No issues have been identified in relation to the election or re-election of these Directors. Item 3.4 A vote FOR this item is considered warranted, although it is not without concern because: * Patrice Motsepe is a non-independent NED who serves as a member of the Remuneration and Nomination Committees, on which there is no majority of independent NEDs among the Committee members. The absence of an independent majority on the Remuneration Committee and the Nomination Committee increases the potential for these Committees to be unable to effectively oversee the executive management. The main reason for support is: * He chairs and represents Ubuntu-Botho Investments (Pty) Ltd, the Company's BEE partner, which owns 13.81% of the Company's issued share capital. A degree of consideration is provided to take into account the potential implications for the Company's BEE credentials.										
	Blended Rationale: Item 3.1-3.3, 3.5 & 4 A vice relation to the election or re-election of these not without concern because: * Patrice Motse Nomination Committees, on which there is not an independent majority on the Remuneration Committees to be unable to effectively overse represents Ubuntu-Botho Investments (Pty) I share capital. A degree of consideration is procredentials.	Directors. Item 3.4 epe is a non-indepen or majority of indepen or Committee and the ee the executive ma td, the Company's	A A vote FOR ndent NED v ndent NEDs ne Nominatio nnagement. BEE partner,	R this item who serves among th on Commit The main in the main in	is considered is as a member the Committee ttee increases reason for sup yns 13.81% on	warranted, all r of the Remu. members. The the potential oport is: * He f the Company	though it in neration all e absence of for these chairs and o's issued	is nd of			
3.3	Re-elect Ebenezer Essoka as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Item 3.1-3.3, 3.5 & 4 A vote FOR these items is considered warranted: * No issues have been identified in relation to the election or re-election of these Directors. Item 3.4 A vote FOR this item is considered warranted, although it is not without concern because: * Patrice Motsepe is a non-independent NED who serves as a member of the Remuneration and Nomination Committees, on which there is no majority of independent NEDs among the Committee members. The absence of an independent majority on the Remuneration Committee and the Nomination Committee increases the potential for these Committees to be unable to effectively oversee the executive management. The main reason for support is: * He chairs and represents Ubuntu-Botho Investments (Pty) Ltd, the Company's BEE partner, which owns 13.81% of the Company's issued share capital. A degree of consideration is provided to take into account the potential implications for the Company's BEE credentials.									-	
	Blended Rationale: Item 3.1-3.3, 3.5 & 4 A v. relation to the election or re-election of these not without concern because: * Patrice Motse Nomination Committees, on which there is not an independent majority on the Remuneration Committees to be unable to effectively overse represents Ubuntu-Botho Investments (Pty) Leshare capital. A degree of consideration is procredentials	Directors. Item 3.4 epe is a non-indepen or majority of indepen or Committee and the ee the executive ma td, the Company's	A A vote FOR ndent NED v ndent NEDs ne Nominatio nnagement. BEE partner,	R this item who serves among th on Commit The main in the main in	is considered is as a member the Committee ttee increases reason for sup yns 13.81% on	warranted, all r of the Remu. members. The the potential oport is: * He f the Company	though it in neration all e absence of for these chairs and o's issued	is nd of			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS	
3.4	Re-elect Patrice Motsepe as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Item 3.1-3.3, 3.5 & 4 identified in relation to the election or re-election although it is not without concern because: * I Remuneration and Nomination Committees, or members. The absence of an independent may the potential for these Committees to be unable is: * He chairs and represents Ubuntu-Botho In Company's issued share capital. A degree of company's BEE credentials.	ion of these Director Patrice Motsepe is a n which there is no njority on the Remunile to effectively ove investments (Pty) L	ors. Item 3.4 a non-indep majority of neration Con ersee the ex td, the Com	A A vote P nendent N independ mmittee a kecutive n npany's Bb	FOR this item of IED who serve Ident NEDs amo Ident Nemir Inanagement. IEE partner, wh	is considered was as a member ong the Commition Commition The main reasonich owns 13.8	warranted, r of the nittee tee increas on for supp 11% of the	port		_		
	Blended Rationale: Item 3.1-3.3, 3.5 & 4 A vol relation to the election or re-election of these a not without concern because: * Patrice Motsep Nomination Committees, on which there is no an independent majority on the Remuneration Committees to be unable to effectively oversee represents Ubuntu-Botho Investments (Pty) Lt share capital. A degree of consideration is pro- credentials.	Directors. Item 3.4 pe is a non-indeper majority of indeper to Committee and the ethe executive mated, the Company's Lead to the Com	A vote FOR ndent NED v ndent NEDs e Nominatio nagement. BEE partner,	R this item who serve among ti on Commi The main , which o	n is considered es as a membe he Committee ittee increases reason for su wns 13.81% d	I warranted, and a control of the Remu members. The sthe potential apport is: * He of the Compan,	Ithough it i ineration a e absence for these chairs and y's issued	is nd of				
3.5	Re-elect Willem van Biljon as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Item 3.1-3.3, 3.5 & 4 A vote FOR these items is considered warranted: * No issues have been identified in relation to the election or re-election of these Directors. Item 3.4 A vote FOR this item is considered warranted, although it is not without concern because: * Patrice Motsepe is a non-independent NED who serves as a member of the Remuneration and Nomination Committees, on which there is no majority of independent NEDs among the Committee members. The absence of an independent majority on the Remuneration Committee and the Nomination Committee increases the potential for these Committees to be unable to effectively oversee the executive management. The main reason for support is: * He chairs and represents Ubuntu-Botho Investments (Pty) Ltd, the Company's BEE partner, which owns 13.81% of the Company's issued share capital. A degree of consideration is provided to take into account the potential implications for the Company's BEE credentials. Blended Rationale: Item 3.1-3.3, 3.5 & 4 A vote FOR these items is considered warranted: * No issues have been identified in											
	Blended Rationale: Item 3.1-3.3, 3.5 & 4 A vol relation to the election or re-election of these a not without concern because: * Patrice Motsep Nomination Committees, on which there is no an independent majority on the Remuneration Committees to be unable to effectively oversed represents Ubuntu-Botho Investments (Pty) Lt share capital. A degree of consideration is pro- credentials.	Directors. Item 3.4 pe is a non-indeper majority of indeper to Committee and the ethe executive mated, the Company's Lead to the Com	A vote FOR ndent NED v ndent NEDs e Nominatio nagement. BEE partner,	R this item who serve among ti on Commi The main which o	n is considered es as a membe he Committee ittee increases reason for su wns 13.81% d	I warranted, and a control of the Remu of the Remu of the members. The street is: * He of the Compan,	Ithough it i neration a e absence for these chairs and y's issued	is nd of		_		
4	Re-elect Paul Hanratty as Director	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Item 3.1-3.3, 3.5 & 4 identified in relation to the election or re-electrical although it is not without concern because: * I Remuneration and Nomination Committees, or members. The absence of an independent may the potential for these Committees to be unable is: * He chairs and represents Ubuntu-Botho In Company's issued share capital. A degree of company's BEE credentials.	ion of these Director Patrice Motsepe is on In which there is no Ijority on the Remunule to effectively ove Investments (Pty) L	ors. Item 3.4 a non-indep majority of neration Con ersee the ex td, the Com	A A vote P nendent N independ mmittee a kecutive n npany's BB	FOR this item of IED who serve Ident NEDs amo Ind the Nomir Inanagement. IEE partner, wh	is considered was as a membe ong the Commit nation Commits The main reas which owns 13.8	warranted, r of the nittee tee increas on for supp 11% of the	port		-		
	Blended Rationale: Item 3.1-3.3, 3.5 & 4 A vol relation to the election or re-election of these a not without concern because: * Patrice Motsep Nomination Committees, on which there is no an independent majority on the Remuneration	Directors. Item 3.4 pe is a non-indeper majority of indeper	A vote FOR ndent NED v ndent NEDs	R this item who serve among ti	n is considered es as a membe he Committee	d warranted, a er of the Remu members. The	lthough it i neration a e absence	is nd				

Committees to be unable to effectively oversee the executive management. The main reason for support is: * He chairs and represents Ubuntu-Botho Investments (Pty) Ltd, the Company's BEE partner, which owns 13.81% of the Company's issued share capital. A degree of consideration is provided to take into account the potential implications for the Company's BEE

credentials.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.1	Elect Karabo Nondumo as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items to the election of these Directors to the Social, I				issues have	been identifie	d in relatic	n			
	Blended Rationale: A vote FOR these items is co election of these Directors to the Social, Ethics a				es have beer	n identified in i	relation to	the		NO N	
5.2	Elect Mathukana Mokoka as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items to the election of these Directors to the Social, I				issues have	been identifie	d in relatio	on			
	Blended Rationale: A vote FOR these items is conselection of these Directors to the Social, Ethics a				es have beer	n identified in i	relation to	the			
5.3	Elect Kobus Moller as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items to the election of these Directors to the Social, L				issues have	been identifie	d in relatic	n			
	Blended Rationale: A vote FOR these items is co election of these Directors to the Social, Ethics a				es have beer	n identified in i	relation to	the			
5.4	Elect Ebenezer Essoka as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items to the election of these Directors to the Social, L				issues have	been identifie	d in relatio	n		Policy No No No No No No No No No N	
	Blended Rationale: A vote FOR these items is co election of these Directors to the Social, Ethics a				es have beer	n identified in i	relation to	the			
6.1	Re-elect Andrew Birrell as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items	is warranted: * A	All of the me	embers of t	the Audit Con	mmittee are ind	dependent				
	Blended Rationale: A vote FOR these items is we	arranted: * All of	the membe	rs of the A	udit Committ	ee are indepe	ndent.				
6.2	Re-elect Nicolaas Kruger as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items	is warranted: * A	All of the me	embers of t	the Audit Con	mmittee are ind	dependent	:			
	Blended Rationale: A vote FOR these items is we	arranted: * All of	the membe	rs of the A	udit Committ	ee are indepe	ndent.				
6.3	Re-elect Mathukana Mokoka as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items	is warranted: * A	All of the me	embers of t	the Audit Con	mmittee are ind	dependent	:			
	Blended Rationale: A vote FOR these items is we	arranted: * All of	the membe	rs of the A	udit Committ	ee are indepe	ndent.				
6.4	Re-elect Kobus Moller as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items	is warranted: * A	All of the me	embers of t	the Audit Con	nmittee are ind	dependent	;			
	Blended Rationale: A vote FOR these items is we	arranted: * All of	the membe	rs of the A	udit Committ	ee are indepe	ndent.				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.5	Re-elect Karabo Nondumo as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is v	warranted: * A	ll of the me	mbers of to	he Audit Con	nmittee are ind	lependent.				
	Blended Rationale: A vote FOR these items is warra	nted: * All of	the member	rs of the Au	udit Committe	ee are indeper	ndent.				
6.6	Re-elect Ndivhuwo Manyonga as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is v	warranted: * A	ll of the me	mbers of to	he Audit Con	nmittee are ind	lependent.				
	Blended Rationale: A vote FOR these items is warra	nted: * All of	the member	rs of the Au	udit Committe	ee are indeper	ndent.				
7.1	Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No
7.2	Approve Remuneration Implementation Report	Mgmt	Yes	For	For		For	For	No	No	No
8	Place Authorised but Unissued Shares under Control of Directors	Mgmt	Yes	For	For		For	For	No	No	No
9	Authorise Board to Issue Shares for Cash	Mgmt	Yes	For	For		For	For	No	No	No
10	Approve Remuneration of Executive Directors and Non-executive Directors for the Financial Year Ended 31 December 2024	Mgmt	Yes	For	For		For	For	No	No	No
11	Authorise Ratification of Approved Resolutions	Mgmt	Yes	For	For		For	For	No	No	No
A	Approve Remuneration of Non-executive Directors for the Period 1 July 2025 until 30 June 2026	Mgmt	Yes	For	For		For	For	No	No	No
В	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For		For	For	No	No	No
С	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	Yes	For	For		For	For	No	No	No

Voting Policy Rationale: Item C A vote FOR this item is warranted, although it is not without concern because: * The Company seeks an authority to provide financial assistance to "any party" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than some shareholders may prefer to approve in advance. The main reason for support is: * The potential recipients of this financial assistance exclude the Directors or prescribed officers of the Group. Item D A vote FOR these items is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.

Blended Rationale: Item C A vote FOR this item is warranted, although it is not without concern because: * The Company seeks an authority to provide financial assistance to "any party" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than some shareholders may prefer to approve in advance. The main reason for support is: * The potential recipients of this financial assistance exclude the Directors or prescribed officers of the Group. Item D A vote FOR these items is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
D	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: Item C A vote FOR this item is warranted, although it is not without concern because: * The Company seeks an authority to provide financial assistance to "any party" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than some shareholders may prefer to approve in advance. The main reason for support is: * The potential recipients of this financial assistance exclude the Directors or prescribed officers of the Group. Item D A vote FOR these items is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.											
	Blended Rationale: Item C A vote FOR this item is warranted, although it is not without concern because: * The Company seeks an authority to provide financial assistance to "any party" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than some shareholders may prefer to approve in advance. The main reason for support is: * The potential recipients of this financial assistance exclude the Directors or prescribed officers of the Group. Item D A vote FOR these items is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.											
Е	Adopt New Memorandum of Incorporation	Mgmt	Yes	For	For		For	For	No	No	No	

Flutter Entertainment plc

Meeting Date: 05/06/2025Country: IrelandTicker: FLUTProxy Level: N/ARecord Date: 10/04/2025Meeting Type: AnnualMeeting ID: 1955918

Primary Security ID: G36433108 Primary CUSIP: G36433108 Primary ISIN: IE00BWT6H894 Primary SEDOL: BWZMZF4

Earliest Cutoff Date: 29/05/2025 Total Ballots: 1 Voting Policy: ISS Additional Policy:

 Votable Shares: 10,909
 Shares on Loan: 0
 Shares Instructed: 10,909
 Shares Voted: 10,909

Votable Shares: 10,909 Shares on Loan: 0 Shares Instructed: 10,909						Shares Voted: 10,909					
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a	Elect Director John A. Bryant	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	ees is warrante	ed.								
1b	Elect Director Peter Jackson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	ees is warrante	ed.								
1c	Elect Director Robert (Dob) Bennett	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	ees is warrante	ed.								
1d	Elect Director Nancy Cruickshank	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	ees is warrante	ed.								
1e	Elect Director Nancy Dubuc	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is war	ranted.								
	Blended Rationale: A vote FOR the director nomin	ees is warrante	ed.								

Flutter Entertainment plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f	Elect Director Alfred F. Hurley, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.								
	Blended Rationale: A vote FOR the director nominee	es is warranted	1.								
1 g	Elect Director Holly Keller Koeppel	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.								
	Blended Rationale: A vote FOR the director nominee	es is warranted	1.								
1h	Elect Director Carolan Lennon	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.								
	Blended Rationale: A vote FOR the director nominee	es is warranted	1.								
1i	Elect Director Christine M. McCarthy	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director nor	minees is warra	anted.								
	Blended Rationale: A vote FOR the director nominee	es is warranted	1.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year		One Year	One Year	No	No	No
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For		For	For	No	No	No
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For		For	For	No	No	No
6	Amend Sharesave Scheme	Mgmt	Yes	For	For		For	For	No	No	No
7a	Ratify KPMG as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
7b	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For		For	For	No	No	No
8	Authorize Board to Issue of Shares	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted	l because th	ne proposed	d amounts ar	nd durations ai	re within				
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bec	ause the pro	oposed amo	ounts and du	urations are wi	thin				
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.										
	Blended Rationale: A vote FOR these resolutions is recommended limits.	warranted bec	ause the pro	oposed amo	ounts and du	ırations are wi	thin				
10	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No
11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	Yes	For	For		For	For	No	No	No

Meeting Date: 06/06/2025

Record Date: 08/04/2025

Primary Security ID: 02079K305

Country: USA Meeting Type: Annual

Primary CUSIP: 02079K305

Ticker: GOOGL

Meeting ID: 1962910

Primary ISIN: US02079K3059

Proxy Level: 2

Additional Policy:

Shares Voted: 10,299

Primary SEDOL: BYVY8G0

Earliest Cutoff Date: 05/06/2025 Total Ballots: 1 Voting Policy: ISS Votable Shares: 10,299 Shares on Loan: 0 Shares Instructed: 10,299

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a	Elect Director Larry Page	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
	Voting Policy Rationale: * A vote AGAINST Gov. for maintaining a multi-class structure that is not Lawrence (Larry) Page is warranted for failing to year under review without disclosing the reason members John Doerr, K. Ram Shriram, and Rolabsence of a say-on-pay proposal on the ballot.	ot subject to a rea to attend at least , n for the absences bin Washington is	sonable tim 75 percent o 5. * A vote A warranted o	e-based so of his total GAINST in due to exec	unset provision in the	on. * A vote Aungs held during Suppensation col Supensation concel	GAINST of the fiscal nmittee					
	Blended Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted. Flect Director Sergey Brin. Mgmt Yes For											
1b	Elect Director Sergey Brin	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.											
	Blended Rationale: * A vote AGAINST Governal maintaining a multi-class structure that is not s (Larry) Page is warranted for failing to attend a review without disclosing the reason for the ab Doerr, K. Ram Shriram, and Robin Washington say-on-pay proposal on the ballot. * A vote FO	ubject to a reason at least 75 percent sences. * A vote A is warranted due	nable time-ba of his total AGAINST inc to executive	ased sunse board mee umbent co compense	et provision. etings held d ompensation ation concerr	* A vote AGAII uring the fiscal committee me	NST Lawre ' year unde mbers Joh	nce er				
1c	Elect Director Sundar Pichai	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Pationals, * A vote ACAINST Cov	ornanco Committe	a mambara	John Hon	noccy and Er	ancoc Arnold is	warranto	d				

Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.

Blended Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1d	Elect Director John L. Hennessy	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
	Voting Policy Rationale: * A vote AGAINST of for maintaining a multi-class structure that is Lawrence (Larry) Page is warranted for failin year under review without disclosing the rea members John Doerr, K. Ram Shriram, and I absence of a say-on-pay proposal on the bal	s not subject to a rea ng to attend at least . son for the absences Robin Washington is	asonable tim 75 percent c s. * A vote A warranted c	e-based so of his total AGAINST in due to exe	unset provision board meeting ncumbent concurtive compen	n. * A vote AC ngs held during npensation con nsation concer	GAINST If the fiscal Inmittee			-		
	Blended Rationale: * A vote AGAINST Gover maintaining a multi-class structure that is no (Larry) Page is warranted for failing to atten review without disclosing the reason for the Doerr, K. Ram Shriram, and Robin Washingt say-on-pay proposal on the ballot. * A vote I	nt subject to a reason d at least 75 percent absences. * A vote A on is warranted due	nable time-b t of his total AGAINST inc to executive	ased suns board me cumbent co compens	et provision. etings held du ompensation d ation concern	* A vote AGAII uring the fiscal committee me	NST Lawrei ' year unde mbers Johi	r				
1e	Elect Director Frances H. Arnold	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
	Voting Policy Rationale: * A vote AGAINST G for maintaining a multi-class structure that is Lawrence (Larry) Page is warranted for failin year under review without disclosing the rea members John Doerr, K. Ram Shriram, and I absence of a say-on-pay proposal on the bal	s not subject to a rea ng to attend at least . son for the absences Robin Washington is	asonable tim 75 percent o s. * A vote A warranted o	e-based so of his total AGAINST in due to exe	unset provision board meetin ncumbent con cutive compen	n. * A vote AC ngs held during npensation con nsation concer	GAINST of the fiscal nmittee			•		
1f	Blended Rationale: * A vote AGAINST Gover maintaining a multi-class structure that is no (Larry) Page is warranted for failing to atten- review without disclosing the reason for the Doerr, K. Ram Shriram, and Robin Washingt say-on-pay proposal on the ballot. * A vote i	nt subject to a reason d at least 75 percent absences. * A vote A on is warranted due	nable time-ba t of his total AGAINST inc to executive	ased suns board me cumbent co compens	et provision. ² etings held du ompensation d ation concern	* A vote AGAII uring the fiscal committee me	NST Lawrei ' year unde mbers Johi	r				
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	Yes	For	For		For	For	No	No	No	
1f	Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the											
	members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted. Blended Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.											
1g	Elect Director L. John Doerr	Mgmt	Yes	For	Against		Against	Against	Yes	No	No	
	Voting Policy Rationale: * A vote AGAINST G for maintaining a multi-class structure that is Lawrence (Larry) Page is warranted for failin year under review without disclosing the rea members John Doerr, K. Ram Shriram, and I absence of a say-on-pay proposal on the bal											
	maintaining a multi-class structure that is no (Larry) Page is warranted for failing to atten review without disclosing the reason for the Doerr, K. Ram Shriram, and Robin Washingt	absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted. Blended Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.										

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: * A vote AGAINST Governation of maintaining a multi-class structure that is not support to the control of the contro	ubject to a rea ttend at least i r the absences Washington is	sonable time 75 percent o c. * A vote A warranted o	e-based su If his total L GAINST inc lue to exec	nset provision board meeting cumbent com utive comper	n. * A vote AG gs held during apensation con ansation concer	GAINST the fiscal nmittee	1			
	Blended Rationale: * A vote AGAINST Governance maintaining a multi-class structure that is not subje (Larry) Page is warranted for failing to attend at le- review without disclosing the reason for the absence Doerr, K. Ram Shriram, and Robin Washington is w say-on-pay proposal on the ballot. * A vote FOR th	ect to a reason ast 75 percent ces. * A vote A varranted due l	able time-ba of his total IGAINST inc to executive	ased sunse board mee umbent col compensa	t provision. * tings held du mpensation c tion concern	* A vote AGAIN uring the fiscal committee men	IST Lawrei year unde mbers Johi	r			
1 i	Elect Director K. Ram Shriram	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: * A vote AGAINST Governation of maintaining a multi-class structure that is not support to a superior of the support	ubject to a rea ttend at least i r the absences Washington is	sonable time 75 percent o c. * A vote A warranted o	e-based su If his total L GAINST inc lue to exec	nset provision board meetin cumbent com utive comper	n. * A vote AG gs held during apensation con asation concen	GAINST the fiscal nmittee	1			
	Blended Rationale: * A vote AGAINST Governance maintaining a multi-class structure that is not subje (Larry) Page is warranted for failing to attend at let review without disclosing the reason for the absence Doerr, K. Ram Shriram, and Robin Washington is we say-on-pay proposal on the ballot. * A vote FOR the	ect to a reason ast 75 percent ces. * A vote A varranted due l	able time-ba of his total IGAINST inc to executive	ased sunse board mee umbent col compensa	t provision. * tings held du mpensation c tion concern	* A vote AGAIN uring the fiscal committee men	IST Lawrei year unde mbers Johi	r			
1j	Elect Director Robin L. Washington	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Blended Rationale: * A vote AGAINST Governance maintaining a multi-class structure that is not subje (Larry) Page is warranted for failing to attend at levelow without disclosing the reason for the absence Doerr, K. Ram Shriram, and Robin Washington is we say-on-pay proposal on the ballot. * A vote FOR the	ect to a reason ast 75 percent ces. * A vote A varranted due l	able time-ba of his total IGAINST inc to executive	ased sunse board mee umbent co compensa	t provision. * tings held du mpensation c tion concern	* A vote AGAIN uring the fiscal committee men	IST Lawrei year unde mbers Johi	r			
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
3	Provide Right to Act by Written Consent	SH	Yes	Against	Against		Against	Against	No	No	No
4	Adjust Executive Compensation Metrics for Share Buybacks	SH	Yes	Against	Against		Against	Against	No	No	No
5	Report on Discrimination in Charitable Contributions	SH	Yes	Against	Against		Against	Against	No	No	No
6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Yes	Against	Against		Against	Against	No	No	No
7	Report on Meeting 2030 Climate Goals	SH	Yes	Against	Against		Against	Against	No	No	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
8	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For		For	For	Yes	No	No	
	Voting Policy Rationale: A vote FOR this proposal is preference for a capital structure in which the levels			•			olders'					
	Blended Rationale: A vote FOR this proposal is warn preference for a capital structure in which the levels		,				s'					
9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	SH	Yes	Against	Against		Against	Against	No	No	No	
10	Report on Risks of Discrimination in GenAI	SH	Yes	Against	Against		Against	Against	No	No	No	
11	Report on Risks of Improper Use of External Data in Development of AI Products	SH	Yes	Against	For		For	For	Yes	No	No	
	Voting Policy Rationale: A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent given the company acknowledges the risks related to AI technologies and because there appears to be an increased regulatory focus in many of the jurisdictions in which the company operates.											
	Blended Rationale: A vote FOR this proposal is warn the company acknowledges the risks related to AI t in many of the jurisdictions in which the company of	echnologies ar					_					
12	Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	SH	Yes	Against	For		For	For	Yes	No	No	
	Voting Policy Rationale: A vote FOR this proposal is strengthen the company's ability to address potentia a recent data privacy settlement.	-	,					d				
	Blended Rationale: A vote FOR this proposal is warn strengthen the company's ability to address potentia a recent data privacy settlement.		-	_				d				
13	Report on Lobbying and Child Safety Online	SH	Yes	Against	Against		Against	Against	No	No	No	
14	Adopt Metrics Evaluating YouTube Child Safety Policies	SH	Yes	Against	Against		Against	Against	No	No	No	

Standard Bank Group Ltd.

Meeting Date: 09/06/2025 **Record Date:** 30/05/2025

Country: South Africa Meeting Type: Annual Ticker: SBK

Meeting ID: 1939790

Proxy Level: N/A

Primary CUSIP: S80605140 Primary ISIN: ZAE000109815 Primary Security ID: S80605140 Primary SEDOL: B030GJ7

Earliest Cutoff Date: 30/05/2025 **Total Ballots:** 8 Voting Policy: ISS **Additional Policy:** Votable Shares: 783,399 Shares on Loan: 0 Shares Instructed: 783,399 Shares Voted: 783,399

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1	Re-elect Geraldine Fraser-Moleketi as Director	Mgmt	Yes	For	For		For	For	No	No	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Voting Policy Rationale: A vote FOR these items is do not justify a vote against the Directors standing		_	-		ave been iden	tified, thes	e			
	Blended Rationale: A vote FOR these items is warn not justify a vote against the Directors standing fo		-		issues have L	neen identified,	these do				
1.2	Re-elect Trix Kennealy as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is do not justify a vote against the Directors standing		_	_		ave been iden	tified, thes	e			
	Blended Rationale: A vote FOR these items is warn not justify a vote against the Directors standing fo		-		issues have L	peen identified,	these do				
1.3	Re-elect Li Li as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is do not justify a vote against the Directors standing		_	-		ave been ideni	tified, thes	e			
	Blended Rationale: A vote FOR these items is warn not justify a vote against the Directors standing fo		-		issues have L	peen identified,	these do				
1.4	Elect Rose Ogega as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is do not justify a vote against the Directors standing		-	-		ave been iden	tified, thes	re			
	Blended Rationale: A vote FOR these items is warn not justify a vote against the Directors standing fo		-		issues have L	peen identified,	these do				
1.5	Elect Fenglin Tian as Director	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for re-election or election at this AGM.										
	Blended Rationale: A vote FOR these items is warn not justify a vote against the Directors standing fo		-		issues have L	een identified,	these do			No No No No No No	
2.1	Re-elect Lwazi Bam as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
2.1	Voting Policy Rationale: Items 2.1, 2.3-2.5 A vote FOR these items is warranted: * These members of the Audit Committee are independent. Item 2.2 A vote AGAINST this/these item/items is warranted: * Sola David-Borha is a non-independent Audit Committee member.										
	Blended Rationale: Items 2.1, 2.3-2.5 A vote FOR independent. Item 2.2 A vote AGAINST this/these Committee member.										
2.2	Elect Sola David-Borha as Member of the Audit Committee	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: Items 2.1, 2.3-2.5 A vote independent. Item 2.2 A vote AGAINST this/these Committee member.							re			
	Blended Rationale: Items 2.1, 2.3-2.5 A vote FOR independent. Item 2.2 A vote AGAINST this/these Committee member.										
2.3	Re-elect Trix Kennealy as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 2.1, 2.3-2.5 A vote FOR these items is warranted: * These members of the Audit Committee are independent. Item 2.2 A vote AGAINST this/these item/items is warranted: * Sola David-Borha is a non-independent Audit Committee member.										
	Blended Rationale: Items 2.1, 2.3-2.5 A vote FOR independent. Item 2.2 A vote AGAINST this/these Committee member.										

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.4	Re-elect Nomgando Matyumza as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 2.1, 2.3-2.5 A vote Findependent. Item 2.2 A vote AGAINST this/these is Committee member.							nre			
	Blended Rationale: Items 2.1, 2.3-2.5 A vote FOR to independent. Item 2.2 A vote AGAINST this/these is Committee member.										
2.5	Elect Rose Ogega as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: Items 2.1, 2.3-2.5 A vote Findependent. Item 2.2 A vote AGAINST this/these is Committee member.							nre			
	Blended Rationale: Items 2.1, 2.3-2.5 A vote FOR to independent. Item 2.2 A vote AGAINST this/these in Committee member.										
3.1	Elect Geraldine Fraser-Moleketi as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is these Directors.	warranted: * N	lo issues ha	ve been id	lentified in rei	lation to the el	ection of				
	Blended Rationale: A vote FOR these items is warra Directors.	anted: * No iss	ues have be	een identifi	ied in relation	to the election	n of these				
3.2	Elect Lwazi Bam as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is these Directors.	warranted: * N	lo issues ha	ve been id	lentified in rei	lation to the el	ection of				
	Blended Rationale: A vote FOR these items is warra Directors.	anted: * No iss	ues have be	een identifi	ied in relation	to the election	n of these				
3.3	Elect Paul Cook as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is a these Directors.	warranted: * N	lo issues ha	ve been id	lentified in rei	lation to the el	ection of				
	Blended Rationale: A vote FOR these items is warra Directors.	anted: * No iss	rues have be	een identifi	ied in relation	to the election	n of these				
3.4	Elect Sola David-Borha as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is these Directors.	warranted: * N	lo issues ha	ve been id	lentified in rei	lation to the el	ection of				
	Blended Rationale: A vote FOR these items is warra Directors.	anted: * No iss	ues have be	een identifi	ied in relation	to the election	n of these				
3.5	Elect Jacko Maree as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is these Directors.	warranted: * N	lo issues ha	ve been id	lentified in rei	lation to the el	ection of				
	Blended Rationale: A vote FOR these items is warra Directors.	anted: * No iss	rues have be	een identifi	ied in relation	to the election	n of these				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3.6	Elect Nonkululeko Nyembezi as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is these Directors.	s warranted: * i	No issues ha	ve been id	dentified in re	lation to the e	lection of					
	Blended Rationale: A vote FOR these items is wall Directors.	rranted: * No is.	sues have b	een identii	fied in relation	n to the electic	n of these					
3.7	Elect Sim Tshabalala as Member of the Social, Ethics and Sustainability Committee	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is these Directors.	s warranted: * i	No issues ha	ve been id	dentified in re	elation to the e	lection of					
	Blended Rationale: A vote FOR these items is wall Directors.	rranted: * No is.	sues have b	een identit	fied in relation	n to the electic	n of these					
4.1	Reappoint PricewaterhouseCoopers Incorporated as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted as no significant concerns have been identified.											
	Blended Rationale: A vote FOR these items is warranted as no significant concerns have been identified.											
4.2	Reappoint Ernst & Young Incorporated as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these items is warranted as no significant concerns have been identified.											
	Blended Rationale: A vote FOR these items is war	rranted as no si	gnificant cor	ncerns hav	e been identi	ified.						
5	Place Authorised but Unissued Non-redeemable Preference Shares under Control of Directors	Mgmt	Yes	For	For		For	For	No	No	No	
6	Place Authorised but Unissued Ordinary Shares under Control of Directors	Mgmt	Yes	For	For		For	For	No	No	No	
7	Authorise Board to Issue Shares for Cash	Mgmt	Yes	For	For		For	For	No	No	No	
8.1	Approve Remuneration Policy	Mgmt	Yes	For	For		For	For	No	No	No	
8.2	Approve Remuneration Implementation Report	Mgmt	Yes	For	For		For	For	No	No	No	
9.1	Approve Fees of Chairman	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEL				r to be in line	with what con	mparable					
	Blended Rationale: A vote FOR this item is warran African companies are offering to their NEDs. No			ppear to L	be in line with	n what compar	able South	,				
9.2	Approve Fees of Directors	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is w South African companies are offering to their NEL				r to be in line	with what con	mparable					
	Blended Rationale: A vote FOR this item is warrar	nted: * The prop	posed fees a	ppear to b	be in line with	n what compar	able South	,				

Blended Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.3	Approve Fees of International Directors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED.			, ,	r to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warran. African companies are offering to their NEDs. No n			ppear to l	be in line with	what compara	able South				
9.4.1	Approve Fees of the Audit Committee Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED.				r to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warran. African companies are offering to their NEDs. No n			ppear to L	be in line with	what compara	able South				
9.4.2	Approve Fees of the Audit Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED.				r to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warran African companies are offering to their NEDs. No n			ppear to L	be in line with	what compara	able South				
9.5.1	Approve Fees of the Directors' Affairs Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED.				r to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warran African companies are offering to their NEDs. No n			ppear to l	be in line with	what compara	able South				
9.6.1	Approve Fees of the Remuneration Committee Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED.				r to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warran. African companies are offering to their NEDs. No n			ppear to l	be in line with	what compara	able South				
9.6.2	Approve Fees of the Remuneration Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wa South African companies are offering to their NED.				r to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warran. African companies are offering to their NEDs. No n			ppear to l	be in line with	what compara	able South				
9.7.1	Approve Fees of the Risk and Capital Management Committee Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED.				r to be in line	with what con	nparable				
	Blended Rationale: A vote FOR this item is warran. African companies are offering to their NEDs. No n			ppear to l	be in line with	what compara	able South				

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.7.2	Approve Fees of the Risk and Capital Management Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is w. South African companies are offering to their NED				r to be in line	e with what con	mparable				
	Blended Rationale: A vote FOR this item is warran African companies are offering to their NEDs. No i			appear to l	be in line with	n what compar	able South	1			
9.8.1	Approve Fees of the Social, Ethics and Sustainability Committee Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED				r to be in line	e with what con	mparable				
	Blended Rationale: A vote FOR this item is warran African companies are offering to their NEDs. No i			appear to l	be in line with	n what compar	able South	1			
9.8.2	Approve Fees of the Social, Ethics and Sustainability Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED				r to be in line	e with what con	mparable				
	Blended Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.										
9.9.1	Approve Fees of the Information Technology Committee Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED				r to be in line	e with what con	mparable				
	Blended Rationale: A vote FOR this item is warran African companies are offering to their NEDs. No i			appear to l	be in line with	n what compar	able South	,			
9.9.2	Approve Fees of the Information Technology Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED				r to be in line	e with what con	mparable				
	Blended Rationale: A vote FOR this item is warran African companies are offering to their NEDs. No i			appear to l	be in line with	n what compar	able South	,			
9.10a	Approve Fees of the Model Approval Committee Chairman	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED				r to be in line	e with what con	mparable				
	Blended Rationale: A vote FOR this item is warran African companies are offering to their NEDs. No i			appear to l	be in line with	n what compar	able South	1			
9.10b	Approve Fees of the Model Approval Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is we South African companies are offering to their NED				r to be in line	e with what con	mparable				
	Blended Rationale: A vote FOR this item is warrant African companies are offering to their NEDs. No i			appear to L	be in line with	n what compar	able South	1			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
9.11	Approve Fees of the Large Exposure Credit Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is was South African companies are offering to their NEDs				to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.											
9.12	Approve Fees of the Ad Hoc Committee Members	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this item is was South African companies are offering to their NEDs				to be in line	with what con	nparable					
	Blended Rationale: A vote FOR this item is warrant African companies are offering to their NEDs. No m			ppear to b	e in line with	what compare	able South					
10	Authorise Repurchase of Issued Ordinary Share Capital	Mgmt	Yes	For	For		For	For	No	No	No	
11	Authorise Repurchase of Issued Preference Share Capital	Mgmt	Yes	For	For		For	For	No	No	No	
12	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	Yes	For	For		For	For	No	No	No	

Mastercard Incorporated

Meeting Date: 24/06/2025Country: USATicker: MAProxy Level: 3Record Date: 25/04/2025Meeting Type: AnnualMeeting ID: 1964486

 Record Date: 25/04/2025
 Meeting Type: Annual
 Meeting ID: 1964486

 Primary Security ID: 57636Q104
 Primary CUSIP: 57636Q104
 Primary ISIN: US57636Q1040
 Primary SEDOL: B121557

Earliest Cutoff Date: 23/06/2025Total Ballots: 1Voting Policy: ISSAdditional Policy:Votable Shares: 4,181Shares on Loan: 0Shares Instructed: 4,181Shares Voted: 4,181

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a	Elect Director Merit E. Janow	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director r	nominees is wai	rranted.							-	
	Blended Rationale: A vote FOR the director nomin	nees is warranto	ed.								
1b	Elect Director Candido Bracher	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director r	nominees is wai	rranted.							-	
	Blended Rationale: A vote FOR the director nomin	nees is warranto	ed.								
1c	Elect Director Richard K. Davis	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director r	nominees is wai	rranted.							-	
	Blended Rationale: A vote FOR the director nomin	nees is warranto	ed.							-	
1d	Elect Director Julius Genachowski	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director r	nominees is war	rranted.								
	Blended Rationale: A vote FOR the director nomin	nees is warranto	ed.							-	

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1e	Elect Director Choon Phong Goh	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director no.	minees is warr	anted.									
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.									
1f	Elect Director Oki Matsumoto	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director no.	minees is warr	anted.									
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.									
1g	Elect Director Michael Miebach	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director no.	minees is warr	anted.									
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.									
1h	Elect Director Youngme Moon	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director no.	minees is warr	anted.									
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.									
1 i	Elect Director Rima Qureshi	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director no.	minees is warr	anted.									
	Blended Rationale: A vote FOR the director nominees is warranted.											
1j	Elect Director Gabrielle Sulzberger	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director no.	minees is warr	anted.									
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.									
1k	Elect Director Harit Talwar	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director no.	minees is warr	anted.									
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.									
11	Elect Director Lance Uggla	Mgmt	Yes	For	For		For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the director no.	minees is warr	ranted.									
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.									
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No	
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No	
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	Yes	For	For		For	For	No	No	No	
5	Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	Yes	For	For		For	For	No	No	No	
6	Amend Certificate of Incorporation	Mgmt	Yes	For	For		For	For	No	No	No	
7	Oversee and Report on a Racial Equity Audit	SH	Yes	Against	Against		Against	Against	No	No	No	

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Policy Rec	Policy Rec	Vote Instruction	vote Against Mgmt	Vote Against Policy	Against ISS
8	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Yes	Against	Against		Against	Against	No	No	No

NVIDIA Corporation

Meeting Date: 25/06/2025

Country: USA

Ticker: NVDA

Proxy Level: 3

Record Date: 28/04/2025

Primary Security ID: 67066G104

Meeting Type: Annual

Meeting ID: 1973102

Primary SEDOL: 2379504

Earliest Cutoff Date: 24/06/2025

Primary CUSIP: 67066G104 **Total Ballots:** 1

Voting Policy: ISS

Additional Policy:

Votable Shares: 17,121

Shares on Loan: 0

Shares Instructed: 17,121

Primary ISIN: US67066G1040

Shares Voted: 17,121

Votable Silaies. 17,121	Silares on Loan.		3	iiai es Ilist	.i ucteu. 17,12	1		Silaies voteu	. 17,121		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a	Elect Director Robert K. Burgess	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is wai	rranted.								
	Blended Rationale: A vote FOR the director nomine	ees is warrant	ed.								
1b	Elect Director Tench Coxe	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is wai	rranted.								
	Blended Rationale: A vote FOR the director nomine	ees is warrant	ed.								
1c	Elect Director John O. Dabiri	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is wai	rranted.								
	Blended Rationale: A vote FOR the director nomine	ees is warrant	ed.							-	
1d	Elect Director Persis S. Drell	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is wai	rranted.								
	Blended Rationale: A vote FOR the director nomine	ees is warrant	ed.								
1e	Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is wai	rranted.								
	Blended Rationale: A vote FOR the director nomine	ees is warrant	ed.								
1f	Elect Director Dawn Hudson	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is wai	rranted.								
	Blended Rationale: A vote FOR the director nomine	ees is warrant	ed.								
1g	Elect Director Harvey C. Jones	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is wai	rranted.								
	Blended Rationale: A vote FOR the director nomine	ees is warrant	ed.								
1h	Elect Director Melissa B. Lora	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	ominees is wai	rranted.							-	
	Blended Rationale: A vote FOR the director nomine	ees is warrant	ed.							-	

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Additional Policy Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1i	Elect Director Stephen C. Neal	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	minees is warr	ranted.								
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.								
1j	Elect Director Ellen Ochoa	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	minees is warı	ranted.								
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.								
1k	Elect Director A. Brooke Seawell	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	minees is warr	ranted.								
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.								
11	Elect Director Aarti Shah	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	minees is warr	ranted.								
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.								
1m	Elect Director Mark A. Stevens	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR the director no	minees is warr	ranted.								
	Blended Rationale: A vote FOR the director nomine	es is warrante	d.								
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For		For	For	No	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No
4	Eliminate Supermajority Vote Requirements	Mgmt	Yes	For	For		For	For	No	No	No
5	Amend Right to Call Special Meeting	SH	Yes	Against	Against		Against	Against	No	No	No
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Yes	Against	Against		Against	Against	No	No	No
7	Enhance Workforce Data Reporting	SH	Yes	Against	Against		Against	Against	No	No	No