

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.

	Management 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
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5b	Re-elect Pascal Soriot as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5c	Re-elect Aradhana Sarin as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5d	Re-elect Philip Broadley as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											

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
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5f	Elect Birgit Conix as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5g	Elect Rene Haas as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5h	Elect Karen Knudsen as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											

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5i	Re-elect Diana Layfield as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5j	Re-elect Anna Manz as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5k	Re-elect Sheri McCoy as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5l	Re-elect Tony Mok as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											

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
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
5n	Re-elect Marcus Wallenberg as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy 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.</i></p> <p><i>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.</i></p>											
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>											
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>											
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>											
11	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For		For	For	No	No	No

AstraZeneca 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 Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	For		For	For	No	No	No

British American Tobacco plc

Meeting Date: 16/04/2025	Country: United Kingdom	Ticker: BATS	Proxy Level: N/A
Record Date: 14/04/2025	Meeting Type: Annual	Meeting ID: 1927424	
Primary Security ID: G1510J102	Primary CUSIP: G1510J102	Primary ISIN: GB0002875804	Primary SEDOL: 0287580
Earliest Cutoff Date: 08/04/2025	Total Ballots: 8	Voting Policy: ISS	Additional Policy:
Votable Shares: 399,353	Shares on Loan: 0	Shares Instructed: 399,353	Shares Voted: 399,353

[illegible]

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 as no significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 as no significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 as no significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 as no significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 as no significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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	Country: United Kingdom	Ticker: AAL	Proxy Level: N/A
Record Date: 28/04/2025	Meeting Type: Annual	Meeting ID: 1919014	
Primary Security ID: G03764134	Primary CUSIP: G03764134	Primary ISIN: GB00B1XZS820	Primary SEDOL: B1XZS82
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	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 significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 significant concerns have been 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 significant concerns have been 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 significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 significant concerns have been 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.											
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 as no significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 as no significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 as no significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 remuneration report is considered warranted because: * The Remuneration Committee exercised discretion to alter how the ROCE metric of the vesting 2022 LTIP was calculated, which in turn led to a material uplift in the vesting outcome.											
Blended Rationale: A vote AGAINST the remuneration report is considered warranted because: * The Remuneration Committee exercised discretion to alter how the ROCE metric of the vesting 2022 LTIP was calculated, which in turn led to a material uplift 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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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	Country: United Kingdom	Ticker: AAL	Proxy Level: N/A
Record Date: 28/04/2025	Meeting Type: Special	Meeting ID: 1952066	
Primary Security ID: G03764134	Primary CUSIP: G03764134	Primary ISIN: GB00B1XZS820	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	Meeting ID: 1924054	
Primary Security ID: B639CJ108	Primary CUSIP: B639CJ108	Primary ISIN: BE0974293251	Primary SEDOL: BYYHL23
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
1	Annual Meeting Agenda	Mgmt	No								
	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 elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.										
	Blended Rationale: A vote AGAINST the elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.										
7b	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.										
	Blended Rationale: A vote AGAINST the elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.										

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
	<p><i>Voting Policy Rationale: A vote AGAINST the elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p> <p><i>Blended Rationale: A vote AGAINST the elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>										
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
	<p><i>Voting Policy Rationale: A vote AGAINST is warranted, because: * A lack of disclosure on the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans; * Absence of clearly disclosed (maximum) award levels under the LTI and 80 percent of total LTI awards being RSUs and not subject to performance conditions; * In 2024, the non-executive directors real pay is substantially higher than that of ISS peers and market practice. * The volume of awards under the long term incentive plan is beyond 5 percent of the company's current issued share capital. However, this is not without recognizing and acknowledging the improvements in reporting on the retrospective achievements on the different STI metrics, albeit this still being without full retrospective disclosure on targets.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted, because: * A lack of disclosure on the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans; * Absence of clearly disclosed (maximum) award levels under the LTI and 80 percent of total LTI awards being RSUs and not subject to performance conditions; * In 2024, the non-executive directors real pay is substantially higher than that of ISS peers and market practice. * The volume of awards under the long term incentive plan is beyond 5 percent of the company's current issued share capital. However, this is not without recognizing and acknowledging the improvements in reporting on the retrospective achievements on the different STI metrics, albeit this still being without full retrospective disclosure on targets.</i></p>										
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: 30/04/2025	Country: France	Ticker: EL	Proxy 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
1	Ordinary Business	Mgmt	No								
	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										

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 approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
	Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
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 remuneration reports are warranted because they do not raise any significant concern.										
	Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant 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 remuneration reports are warranted because they do not raise any significant concern.										
	Blended Rationale: Votes FOR these remuneration reports are warranted because they do not raise any significant 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 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.										
	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
1	Ordinary Business	Mgmt	No								
	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>										

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 approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
	Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.										
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 remuneration reports are warranted because they do not raise any significant concern.										
	Blended Rationale: Votes FOR these remuneration reports are warranted because 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 remuneration reports are warranted because they do not raise any significant concern.										
	Blended Rationale: Votes FOR these remuneration reports are warranted because 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 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.										
	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	Against	Yes	No	No
<i>Voting Policy 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.</i>											
<i>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.</i>											
11	Renew Appointment of Forvis Mazars as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>											
<i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>											
12	Appoint Ernst & Young Audit as Auditor	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>											
<i>Blended Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>											
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

Mondi Plc

Meeting Date: 08/05/2025	Country: United Kingdom	Ticker: MNDI	Proxy Level: N/A
Record Date: 06/05/2025	Meeting Type: Annual	Meeting ID: 1929379	
Primary Security ID: G6258S115	Primary CUSIP: G6258S115	Primary ISIN: GB00BMWC6P49	Primary SEDOL: BMWC6P4

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 candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
5	Re-elect Svein Brandtzaeg as Director	Mgmt	Yes	For	For			For	For	No	No	No
Voting Policy Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
6	Re-elect Sue Clark as Director	Mgmt	Yes	For	For			For	For	No	No	No
Voting Policy Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
7	Re-elect Anke Groth as Director	Mgmt	Yes	For	For			For	For	No	No	No
Voting Policy Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
8	Re-elect Andrew King as Director	Mgmt	Yes	For	For			For	For	No	No	No
Voting Policy Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
9	Re-elect Saki Macozoma as Director	Mgmt	Yes	For	For			For	For	No	No	No
Voting Policy Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
10	Re-elect Mike Powell as Director	Mgmt	Yes	For	For			For	For	No	No	No
Voting Policy Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
11	Re-elect Dame Angela Strank as Director	Mgmt	Yes	For	For			For	For	No	No	No
Voting Policy Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
12	Re-elect Philip Yea as Director	Mgmt	Yes	For	For			For	For	No	No	No
Voting Policy Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.												

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 are warranted as no significant concerns have been identified.											
Blended Rationale: Votes FOR all candidates are warranted as no significant concerns have been identified.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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		Country: Australia		Ticker: WDS			Proxy Level: N/A				
Record Date: 06/05/2025		Meeting Type: Annual		Meeting ID: 1923219							
Primary Security ID: Q98327333		Primary CUSIP: Q98327333		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
2a	Elect Ann Pickard as Director	Mgmt	Yes	For	For		For	For	No	No	No

Woodside Energy Group 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
2b	<i>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).</i>										
	<i>Blended 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).</i>										
2b	Elect Ben Wyatt as Director	Mgmt	Yes	For	For		For	For	No	No	No
2c	<i>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).</i>										
	<i>Blended 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).</i>										
2c	Elect Tony O'Neill as Director	Mgmt	Yes	For	For		For	For	No	No	No
3	<i>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).</i>										
	<i>Blended 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).</i>										
3	Approve Remuneration Report	Mgmt	Yes	For	For		For	For	No	No	No
4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	Mgmt	Yes	For	For		For	For	No	No	No
5	Approve Renewal of Proportional Takeovers Provision	Mgmt	Yes	For	For		For	For	No	No	No

BNP Paribas SA

Meeting Date: 13/05/2025		Country: France		Ticker: BNP			Proxy Level: N/A				
Record Date: 09/05/2025		Meeting Type: Annual/Special		Meeting ID: 1926505							
Primary Security ID: F1058Q238		Primary CUSIP: F1058Q238		Primary ISIN: FR0000131104			Primary SEDOL: 7309681				
Earliest Cutoff Date: 05/05/2025		Total Ballots: 1		Voting Policy: ISS			Additional Policy:				
Votable Shares: 10,846		Shares on Loan: 0		Shares Instructed: 10,846			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

BNP Paribas SA

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
	<i>Voting Policy Rationale: Votes FOR Items 26 to 30 are warranted as the proposed amendments are not considered contentious.</i>										
	<i>Blended Rationale: Votes FOR Items 26 to 30 are warranted as the proposed amendments are not considered contentious.</i>										
29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: Votes FOR Items 26 to 30 are warranted as the proposed amendments are not considered contentious.</i>										
	<i>Blended Rationale: Votes FOR Items 26 to 30 are warranted as the proposed amendments are not considered contentious.</i>										
30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: Votes FOR Items 26 to 30 are warranted as the proposed amendments are not considered contentious.</i>										
	<i>Blended Rationale: Votes FOR Items 26 to 30 are warranted as the proposed amendments are not considered contentious.</i>										
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		Country: United Kingdom		Ticker: LLOY			Proxy Level: N/A				
Record Date: 13/05/2025		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 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	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 significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
3	Re-elect Charlie Nunn 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.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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 significant concerns have been identified.											
Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.											
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.											
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
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
7	Re-elect Amanda Mackenzie as Director	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
8	Re-elect Harmeen Mehta as Director	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
9	Re-elect Cathy Turner as Director	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
10	Re-elect Scott Wheway as Director	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
11	Re-elect Catherine Woods as Director	Mgmt	Yes	For	For		For	For	No	No	No
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>										
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>											
19	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>											
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
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>											
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
<p><i>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.</i></p> <p><i>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.</i></p>											
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	Meeting Type: Annual	Meeting ID: 1950260	
Primary Security ID: N6S06Q108	Primary CUSIP: N6S06Q108	Primary ISIN: NL0015000RT3	Primary SEDOL: BLF9GQ6
Earliest Cutoff Date: 07/05/2025	Total Ballots: 8	Voting Policy: ISS	Additional Policy:
Votable Shares: 728,017	Shares on Loan: 0	Shares Instructed: 728,017	Shares Voted: 728,017

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 items is warranted: * No issues have been identified in relation to the re-election of these Directors.											
Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.											
3.2	Re-elect Jonathan Lurie 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 re-election of these Directors.											
Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.											
3.3	Re-elect George Aase 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 re-election of these Directors.											
Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.											
3.4	Re-elect Rudiger Dany 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 re-election of these Directors.											
Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.											
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 the absence of any significant concerns.												
Blended Rationale: A vote FOR these items is warranted in the absence of any significant 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 the absence of any significant concerns.												
Blended Rationale: A vote FOR these items is warranted in the absence of any significant concerns.												
12	Amend Articles of Association	Mgmt	Yes	For	For			For	For	No	No	No

Stanbic IBTC Holdings Plc

Meeting Date: 15/05/2025	Country: Nigeria	Ticker: STANBIC	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1957338	
Primary Security ID: V8288Q104	Primary CUSIP: V8288Q104	Primary ISIN: NGSTANBIC003	Primary SEDOL: B8TNMK9
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

[illegible]

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 candidates' names, a vote AGAINST is warranted.												
Blended Rationale: Given the lack of disclosure of the candidates' names, a vote AGAINST is warranted.												
	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	Country: United Kingdom	Ticker: SHEL	Proxy Level: N/A
Record Date: 16/05/2025	Meeting Type: Annual	Meeting ID: 1924510	
Primary Security ID: G80827101	Primary CUSIP: G80827101	Primary ISIN: GB00BP6MXD84	Primary SEDOL: BP6MXD8
Earliest Cutoff Date: 12/05/2025	Total Ballots: 1	Voting Policy: ISS	Additional Policy:
Votable Shares: 35,366	Shares on Loan: 0	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 candidates is warranted as no significant concerns have been 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	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been 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 candidates is warranted as no significant concerns have been 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
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
7	Re-elect Jane Lute as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
8	Re-elect Catherine Hughes as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
11	Re-elect Wael Sawan as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
12	Re-elect Abraham Schot as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
13	Re-elect Leena Srivastava as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
14	Re-elect Cyrus Taraporevala as Director	Mgmt	Yes	For	For		For	Do Not Vote	No	No	No
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>											
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
	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 candidates is warranted as no significant concerns have been 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 candidates is warranted as no significant concerns have been 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
5	Re-elect Ann Godbehere as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
6	Re-elect Sinead Gorman as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
7	Re-elect Jane Lute as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
8	Re-elect Catherine Hughes as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
11	Re-elect Wael Sawan as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
12	Re-elect Abraham Schot as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
13	Re-elect Leena Srivastava as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
14	Re-elect Cyrus Taraporevala as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For		For	For	No	No	No

Shell 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
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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
22	Shareholder Proposal	Mgmt	No								
	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

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Meeting Date: 22/05/2025		Country: United Kingdom		Ticker: CCEP			Proxy Level: N/A				
Record Date: 20/05/2025		Meeting Type: Annual		Meeting ID: 1927882							
Primary Security ID: G25839104		Primary CUSIP: G25839104		Primary ISIN: GB00BDCPN049			Primary SEDOL: BYQQ3P5				
Earliest Cutoff Date: 16/05/2025		Total Ballots: 1		Voting Policy: ISS			Additional Policy:				
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	Mgmt	Yes	For	For		For	For	No	No	No

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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
3	Elect Sol Daurella as Director	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
4	Elect Robert Appleby as Director	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										

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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
5	Re-elect Manolo Arroyo as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>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.</i></p>											
<p><i>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.</i></p>											
6	Re-elect Guillaume Bacuvier as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p>											
<p><i>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.</i></p>											

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7	Re-elect John Bryant as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p>											
<p><i>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.</i></p>											
8	Re-elect Jose Ignacio Comenge as Director	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>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.</i></p>											
<p><i>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.</i></p>											

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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
9	Re-elect Damian Gammell as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 Rotlant 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.</i></p>											
<p><i>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 Rotlant 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.</i></p>											
10	Re-elect Nathalie Gaveau as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 Rotlant 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.</i></p>											
<p><i>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 Rotlant 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.</i></p>											

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11	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											
12	Re-elect Mary Harris as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											

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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
13	Re-elect Thomas Johnson as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											
14	Re-elect Alfonso Libano Daurella as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											

Coca-Cola Europacific Partners 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
17	Re-elect Nancy Quan as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 Rotlant 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.</i></p> <p><i>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 Rotlant 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.</i></p>											
18	Re-elect Mario Rotlant Sola as Director	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 Rotlant 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.</i></p> <p><i>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 Rotlant 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.</i></p>											

Coca-Cola Europacific Partners 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
19	Re-elect Dessi Temperley as Director	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
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
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>										
24	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
	<p><i>Voting Policy Rationale: All Rule 9 waivers are deemed contentious as institutional investors are concerned about the risk of creeping control. In light of this guidance, a vote AGAINST this proposal is warranted.</i></p> <p><i>Blended Rationale: All Rule 9 waivers are deemed contentious as institutional investors are concerned about the risk of creeping control. In light of this guidance, a vote AGAINST this proposal is warranted.</i></p>										
25	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p> <p><i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>										

Coca-Cola Europacific Partners 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	
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
	Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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	Country: United Kingdom	Ticker: AU	Proxy Level: N/A
Record Date: 04/04/2025	Meeting Type: Annual	Meeting ID: 1945544	
Primary Security ID: G0378L100	Primary CUSIP: G0378L100	Primary ISIN: GB00BRXH2664	Primary SEDOL: BRXH266
Earliest Cutoff Date: 19/05/2025	Total Ballots: 8	Voting Policy: ISS	Additional Policy:
Votable Shares: 942,099	Shares on Loan: 0	Shares Instructed: 942,099	Shares Voted: 942,099

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	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.										
4	Elect Nicky Newton-King 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.										
5	Re-elect Kojo Busia 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.										
6	Re-elect Alberto Calderon 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.										

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 nominees is warranted.										
	Blended Rationale: A vote FOR the director nominees is warranted.										
8	Re-elect Alan Ferguson 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.										
9	Re-elect Albert Garner 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.										
10	Re-elect Jinhee Magie 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.										
11	Re-elect Diana Sands 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.										
12	Re-elect Jochen Tilk 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.										
13	Appoint PricewaterhouseCoopers LLP as Statutory Auditors	Mgmt	Yes	For	For		For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is warranted.										
	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 proposals is warranted.										
	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 proposals is warranted.										
	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

Meeting Date: 28/05/2025	Country: Jersey	Ticker: GLEN	Proxy Level: N/A
Record Date: 26/05/2025	Meeting Type: Annual	Meeting ID: 1917804	
Primary Security ID: G39420107	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 candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
4	Re-elect Gary Nagle as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
5	Re-elect Martin Gilbert as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
6	Re-elect Gill Marcus as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
7	Re-elect Cynthia Carroll as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
8	Re-elect Liz Hewitt as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
9	Elect John Wallington as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
10	Elect Maria Margarita Zuleta as Director	Mgmt	Yes	For	For		For	For	No	No	No
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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	Country: South Africa	Ticker: GFI	Proxy Level: N/A
Record Date: 23/05/2025	Meeting Type: Annual	Meeting ID: 1946643	
Primary Security ID: S31755101	Primary CUSIP: S31755101	Primary ISIN: ZAE000018123	Primary SEDOL: 6280215
Earliest Cutoff Date: 21/05/2025	Total Ballots: 8	Voting Policy: ISS	Additional Policy:
Votable Shares: 1,049,416	Shares on Loan: 0	Shares Instructed: 1,049,416	Shares Voted: 1,049,416

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	Ordinary Resolutions	Mgmt	No								
	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 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.										
2.2	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 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
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 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.										
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 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.										
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 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.										
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 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.										
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 warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										
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 warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										
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 warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										
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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social and Ethics Committee.										
	Blended 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 and Ethics Committee.										

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
<p><i>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 and Ethics Committee.</i></p> <p><i>Blended 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 and Ethics Committee.</i></p>											
4.3	Elect Mike Fraser as Member of the Social, Ethics and Transformation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 and Ethics Committee.</i></p> <p><i>Blended 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 and Ethics Committee.</i></p>											
4.4	Elect Shannon McCrae as Member of the Social, Ethics and Transformation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 and Ethics Committee.</i></p> <p><i>Blended 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 and Ethics Committee.</i></p>											
4.5	Elect Carel Smit as Member of the Social, Ethics and Transformation Committee	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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 and Ethics Committee.</i></p> <p><i>Blended 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 and Ethics Committee.</i></p>											
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
<p><i>Voting Policy Rationale: 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. No major concerns are raised.</i></p> <p><i>Blended Rationale: 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. No major concerns are raised.</i></p>											
2.2	Approve Remuneration of Lead Independent Director of the Board	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>Voting Policy Rationale: 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. No major concerns are raised.</i></p> <p><i>Blended Rationale: 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. No major concerns are raised.</i></p>											

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
<i>Voting Policy Rationale: 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. No major concerns are raised.</i>											
<i>Blended Rationale: 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. No major concerns are raised.</i>											
2.4	Approve Remuneration of Chairperson of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: 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. No major concerns are raised.</i>											
<i>Blended Rationale: 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. No major concerns are raised.</i>											
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
<i>Voting Policy Rationale: 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. No major concerns are raised.</i>											
<i>Blended Rationale: 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. No major concerns are raised.</i>											
2.6	Approve Remuneration of Members of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: 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. No major concerns are raised.</i>											
<i>Blended Rationale: 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. No major concerns are raised.</i>											
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
<i>Voting Policy Rationale: 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. No major concerns are raised.</i>											
<i>Blended Rationale: 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. No major concerns are raised.</i>											
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

MTN Group Ltd.

Meeting Date: 29/05/2025	Country: South Africa	Ticker: MTN	Proxy Level: N/A
Record Date: 23/05/2025	Meeting Type: Annual	Meeting ID: 1963456	
Primary Security ID: S8039R108	Primary CUSIP: S8039R108	Primary ISIN: ZAE000042164	Primary SEDOL: 6563206
Earliest Cutoff Date: 22/05/2025	Total Ballots: 6	Voting Policy: ISS	Additional Policy:
Votable Shares: 632,563	Shares on Loan: 0	Shares Instructed: 632,563	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 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.										
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 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.										
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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
5	Elect Sandile Gwala 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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
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 warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										
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 warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										

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 warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										
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 warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										
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 warranted: * All of the members of the Audit Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.										
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 warranted: * All of the members of the Audit Committee are independent.										
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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.										
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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.										
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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.										
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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.										

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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.											
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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.											
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 considered warranted: * Bonus outcomes have paid out at c.60% of maximum opportunity and appear to materially diverge from wider Group financial performance.											
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 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.											
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 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.											
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 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
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										
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 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
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										

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 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.										
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 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.										
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 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.										
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 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.										
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 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.										

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 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.											
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 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.											
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 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.											
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 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.											
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 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.											
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	Ticker: NED	Proxy Level: N/A
Record Date: 23/05/2025	Meeting Type: Annual	Meeting ID: 1957233	
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
1.1	Ordinary Resolutions	Mgmt	No								
	Elect May Hermanus 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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
2.1	Re-elect Hubert Brody 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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
	2.2	Re-elect Phumzile Langeni as Director	Mgmt	Yes	For	For		For	For	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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.											
2.3		Re-elect Rob Leith as Director	Mgmt	Yes	For	For		For	For	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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
	2.4	Re-elect Stanley Subramoney as Director	Mgmt	Yes	For	For		For	For	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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.											
3.1		Reappoint Ernst & Young Incorporated as Auditors with Rohan Baboolal as Designated Registered Auditor	Mgmt	Yes	For	For		For	For	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.										
	3.2	Reappoint KPMG Incorporated as Auditors with Joelene Pierce as Designated Registered Auditor	Mgmt	Yes	For	For		For	For	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.											

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 considered warranted: * No issues have been identified in relation to the election of these Directors to the Group Transformation, Social and Ethics Committee.										
	Blended Rationale: A vote FOR these items is considered warranted: * No issues have been identified in relation to the election of these Directors to the Group Transformation, Social and Ethics Committee.										
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 considered warranted: * No issues have been identified in relation to the election of these Directors to the Group Transformation, Social and Ethics Committee.										
	Blended Rationale: A vote FOR these items is considered warranted: * No issues have been identified in relation to the election of these Directors to the Group Transformation, Social and Ethics Committee.										
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 considered warranted: * No issues have been identified in relation to the election of these Directors to the Group Transformation, Social and Ethics Committee.										
	Blended Rationale: A vote FOR these items is considered warranted: * No issues have been identified in relation to the election of these Directors to the Group Transformation, Social and Ethics Committee.										
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 considered warranted: * No issues have been identified in relation to the election of these Directors to the Group Transformation, Social and Ethics Committee.										
	Blended Rationale: A vote FOR these items is considered warranted: * No issues have been identified in relation to the election of these Directors to the Group Transformation, Social and Ethics Committee.										
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 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.										
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 5.5 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 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.										

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
5.3	Re-elect Errol Kruger as Member of the Group Audit Committee (WITHDRAWN)	Mgmt	No								
<i>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.</i>											
<i>Blended 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.</i>											
5.4	Re-elect Phumzile Langeni as Member of the Group Audit Committee	Mgmt	Yes	For	For		For	Against	Yes	Yes	Yes
<i>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.</i>											
<i>Blended 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.</i>											
5.5	Re-elect Terence Nombembe as Member of the Group Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>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.</i>											
<i>Blended 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.</i>											
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
	<p><i>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.</i></p> <p><i>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.</i></p>										
1.2	Approve Fees for the Lead Independent Director	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
1.3	Approve Fees for the Group Boardmember	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
1.4	Approve Fees for the Group Audit Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										

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
<p><i>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.</i></p> <p><i>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.</i></p>											
1.6	Approve Fees for the Group Directors' Affairs Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											
1.7	Approve Fees for the Group Information Technology Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											

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
	<p><i>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.</i></p> <p><i>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.</i></p>										
1.9	Approve Fees for the Group Risk and Capital Management Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
1.10	Approve Fees for the Group Transformation, Social and Ethics Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										

Nedbank Group 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 Fees for the Acting Board Committee Chairperson	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
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	Country: South Africa	Ticker: OMU	Proxy Level: N/A
Record Date: 23/05/2025	Meeting Type: Annual	Meeting ID: 1956095	
Primary Security ID: S5790B132	Primary CUSIP: S5790B132	Primary ISIN: ZAE000255360	Primary SEDOL: BDVPYN5
Earliest Cutoff Date: 22/05/2025	Total Ballots: 2	Voting Policy: ISS	Additional Policy:
Votable Shares: 2,499,266	Shares on Loan: 0	Shares Instructed: 0	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
1.1	Ordinary Resolutions	Mgmt	No								
	Re-elect John Lister as Director	Mgmt	Yes	For	For		For		No	No	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>										
	<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>										
1.2	Re-elect Sizeka Magwentshu-Rensburg as Director	Mgmt	Yes	For	For		For		No	No	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>										
	<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>										
1.3	Re-elect Stewart van Graan as Director	Mgmt	Yes	For	For		For		No	No	No
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>										
	<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.</i>										

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 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 independent. Item 2.6 This item is withdrawn. No vote is required.										
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 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 independent. Item 2.6 This item is withdrawn. No vote is required.										
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 items is warranted: * All of the members of the Audit Committee are independent. Item 2.6 This item is withdrawn. No vote is required.										
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 independent. Item 2.6 This item is withdrawn. No vote is required.										
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 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 independent. Item 2.6 This item is withdrawn. No vote is required.										
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 items is warranted: * All of the members of the Audit Committee are independent. Item 2.6 This item is withdrawn. No vote is required.										
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 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 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.										

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
<i>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.</i>											
<i>Blended 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.</i>											
3.3	Elect Sizeka Magwentshu-Rensburg as Member of the Responsible Business Committee	Mgmt	Yes	For	For		For		No	No	No
<i>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.</i>											
<i>Blended 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.</i>											
3.4	Elect Trevor Manuel as Member of the Responsible Business Committee	Mgmt	Yes	For	For		For		No	No	No
<i>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.</i>											
<i>Blended 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.</i>											
3.5	Elect James Mwangi as Member of the Responsible Business Committee	Mgmt	Yes	For	For		For		No	No	No
<i>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.</i>											
<i>Blended 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.</i>											
3.6	Elect Iain Williamson as Member of the Responsible Business Committee (WITHDRAWN)	Mgmt	No								
<i>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.</i>											
<i>Blended 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.</i>											
4.1	Reappoint Deloitte & Touche as Joint Auditors	Mgmt	Yes	For	For		For		No	No	No
<i>Voting Policy Rationale: A vote FOR these items is considered warranted in the absence of material concerns.</i>											
<i>Blended Rationale: A vote FOR these items is considered warranted in the absence of material concerns.</i>											
4.2	Reappoint Ernst & Young as Joint Auditors	Mgmt	Yes	For	For		For		No	No	No
<i>Voting Policy Rationale: A vote FOR these items is considered warranted in the absence of material concerns.</i>											
<i>Blended Rationale: A vote FOR these items is considered warranted in the absence of material concerns.</i>											
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	Country: South Africa	Ticker: ABG	Proxy Level: N/A
Record Date: 23/05/2025	Meeting Type: Annual	Meeting ID: 1948663	
Primary Security ID: S0270C106	Primary CUSIP: S0270C106	Primary ISIN: ZAE000255915	Primary SEDOL: BFX05H3
Earliest Cutoff Date: 27/05/2025	Total Ballots: 8	Voting Policy: ISS	Additional Policy:
Votable Shares: 3,908,958	Shares on Loan: 0	Shares Instructed: 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
1	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 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.										
2	Reappoint PricewaterhouseCoopers Inc. as Auditors with John Bennett as the Designated Auditor	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.										
3.1	Re-elect Alpheus Mangale 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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
3.2	Re-elect Fulvio Tonelli 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 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 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.										
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 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.										
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 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.										
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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
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 warranted: * No issues have been identified in relation to the election or re-election of these Directors.										
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 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.										
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 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.										
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 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
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 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.										
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: * These members of the Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * These members of the Committee are independent.										
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: * These members of the Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * These members of the Committee are independent.										
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 warranted: * These members of the Committee are independent.										
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 warranted: * These members of the Committee are independent.										
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: * These members of the Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * These members of the Committee are independent.										
5.6	Re-elect Rene van Wyk as Member of the Group Audit and Compliance Committee (WITHDRAWN)	Mgmt	No								
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: * These members of the Committee are independent.										
	Blended Rationale: A vote FOR these items is warranted: * These members of the Committee are independent.										
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 warranted: * No issues have been identified in relation to the 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
6.2	Elect Ihron Rensburg as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
6.3	Elect Luisa Diogo as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
6.4	Elect Nonhlanhla Mjoli-Mncube as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
6.5	Elect Rose Keanly as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
6.6	Elect Sello Moloko as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
6.7	Elect Kenny Fihla as Member of the Social, Sustainability and Ethics Committee	Mgmt	Yes	For	For		For	For	No	No	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
<i>Blended Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election of these Directors.</i>											
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

Absa Group Ltd.

[illegible]**Sanlam Ltd.**

Meeting Date: 04/06/2025	Country: South Africa	Ticker: SLM	Proxy 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

[illegible]

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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.											
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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.											
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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.											
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 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 considered warranted because: * No issues have been identified in relation to the election of these Directors to the Social, Ethics and Sustainability Committee.											
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: * All of the members of the Audit Committee are independent.											
Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.											
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: * All of the members of the Audit Committee are independent.											
Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.											
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: * All of the members of the Audit Committee are independent.											
Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.											
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: * All of the members of the Audit Committee are independent.											
Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.											

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 warranted: * All of the members of the Audit Committee are independent.											
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.											
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 warranted: * All of the members of the Audit Committee are independent.											
	Blended Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.											
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
B	Authorise Repurchase of Issued Share Capital	Mgmt	Yes	For	For			For	For	No	No	No
C	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.											

Meeting Date: 05/06/2025	Country: Ireland	Ticker: FLUT	Proxy Level: N/A
Record Date: 10/04/2025	Meeting Type: Annual	Meeting ID: 1955918	
Primary Security ID: G3643J108	Primary CUSIP: G3643J108	Primary ISIN: IE00BWT6H894	Primary SEDOL: BWZMZ4
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

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 nominees is warranted.										
	Blended Rationale: A vote FOR the director nominees is warranted.										
1b	Elect Director Peter Jackson	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.										
1c	Elect Director Robert (Dob) Bennett	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.										
1d	Elect Director Nancy Cruickshank	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.										
1e	Elect Director Nancy Dubuc	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.										

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 nominees is warranted.											
Blended Rationale: A vote FOR the director nominees is warranted.											
1g	Elect Director Holly Keller Koepfel	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.											
1h	Elect Director Carolan Lennon	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.											
1i	Elect Director Christine M. McCarthy	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.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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 resolutions is warranted because the proposed amounts and durations are within recommended limits.											
Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
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

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
	<p><i>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.</i></p> <p><i>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.</i></p>										
1b	Elect Director Sergey Brin	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
1c	Elect Director Sundar Pichai	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										

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
<p><i>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.</i></p> <p><i>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.</i></p>											
1i	Elect Director K. Ram Shriram	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											
1j	Elect Director Robin L. Washington	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
<p><i>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.</i></p> <p><i>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.</i></p>											
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

Alphabet Inc.

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 warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.											
Blended Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.											
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 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.											
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 warranted, as an independent human rights impact assessment would strengthen the company's ability to address potential risks associated with its AI-driven advertising practices, particularly amid a recent data privacy settlement.											
Blended Rationale: A vote FOR this proposal is warranted, as an independent human rights impact assessment would strengthen the company's ability to address potential risks associated with its AI-driven advertising practices, particularly amid a recent data privacy settlement.											
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		Country: South Africa		Ticker: SBK			Proxy Level: N/A				
Record Date: 30/05/2025		Meeting Type: Annual		Meeting ID: 1939790							
Primary Security ID: S80605140		Primary CUSIP: S80605140		Primary ISIN: ZAE000109815			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

Standard Bank Group 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
1.2	<p><i>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.</i></p>										
	<p><i>Blended 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.</i></p>										
	Re-elect Trix Kennealy as Director	Mgmt	Yes	For	For		For	For	No	No	No
1.3	<p><i>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.</i></p>										
	<p><i>Blended 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.</i></p>										
	Re-elect Li Li as Director	Mgmt	Yes	For	For		For	For	No	No	No
1.4	<p><i>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.</i></p>										
	<p><i>Blended 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.</i></p>										
	Elect Rose Ogega as Director	Mgmt	Yes	For	For		For	For	No	No	No
1.5	<p><i>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.</i></p>										
	<p><i>Blended 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.</i></p>										
	Elect Fenglin Tian as Director	Mgmt	Yes	For	For		For	For	No	No	No
2.1	<p><i>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.</i></p>										
	<p><i>Blended 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.</i></p>										
	Re-elect Lwazi Bam as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
2.2	<p><i>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.</i></p>										
	<p><i>Blended 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.</i></p>										
	Elect Sola David-Borha as Member of the Audit Committee	Mgmt	Yes	For	Against		Against	Against	Yes	No	No
2.3	<p><i>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.</i></p>										
	<p><i>Blended 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.</i></p>										
	Re-elect Trix Kennealy as Member of the Audit Committee	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p>										
	<p><i>Blended 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.</i></p>										

Standard Bank Group 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	
2.4	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 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 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.											
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 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 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.											
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 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.											
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 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.											
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 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.											
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 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.											
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 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.											

Standard Bank Group 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	
3.6	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 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.											
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 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.											
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 warranted as no significant concerns have been identified.											
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 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.											
9.2	Approve Fees of Directors	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.											

Standard Bank Group 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
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										

Standard Bank Group 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
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										
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 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.										

Standard Bank Group 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
9.11	Approve Fees of the Large Exposure Credit Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
9.12	Approve Fees of the Ad Hoc Committee Members	Mgmt	Yes	For	For		For	For	No	No	No
	<p><i>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.</i></p> <p><i>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.</i></p>										
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: 24/06/2025	Country: USA	Ticker: MA	Proxy Level: 3
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: 23/06/2025	Total Ballots: 1	Voting Policy: ISS	Additional Policy:
Votable Shares: 4,181	Shares on Loan: 0	Shares Instructed: 4,181	Shares Voted: 4,181

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 nominees is warranted.										
	Blended Rationale: A vote FOR the director nominees is warranted.										
1b	Elect Director Candido Bracher	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.										
1c	Elect Director Richard K. Davis	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.										
1d	Elect Director Julius Genachowski	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.										

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 nominees is warranted.										
	Blended Rationale: A vote FOR the director nominees is warranted.										
1f	Elect Director Oki Matsumoto	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.										
1g	Elect Director Michael Miebach	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.										
1h	Elect Director Youngme Moon	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.										
1i	Elect Director Rima Qureshi	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.										
1j	Elect Director Gabrielle Sulzberger	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.										
1k	Elect Director Harit Talwar	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.										
1l	Elect Director Lance Uggla	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.										
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

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	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Yes	Against	Against		Against	Against	No	No	No

Meeting Date: 25/06/2025	Country: USA	Ticker: NVDA	Proxy Level: 3
Record Date: 28/04/2025	Meeting Type: Annual	Meeting ID: 1973102	
Primary Security ID: 67066G104	Primary CUSIP: 67066G104	Primary ISIN: US67066G1040	Primary SEDOL: 2379504
Earliest Cutoff Date: 24/06/2025	Total Ballots: 1	Voting Policy: ISS	Additional Policy:
Votable Shares: 17,121	Shares on Loan: 0	Shares Instructed: 17,121	Shares Voted: 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 nominees is warranted.											
	Blended Rationale: A vote FOR the director nominees is warranted.											
1b	Elect Director Tench Coxé	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.											
1c	Elect Director John O. Dabiri	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.											
1d	Elect Director Persis S. Drell	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.											
1e	Elect Director Jen-Hsun Huang	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.											
1f	Elect Director Dawn Hudson	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.											
1g	Elect Director Harvey C. Jones	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.											
1h	Elect Director Melissa B. Lora	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.											

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 nominees is warranted.										
	Blended Rationale: A vote FOR the director nominees is warranted.										
1j	Elect Director Ellen Ochoa	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.										
1k	Elect Director A. Brooke Seawell	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.										
1l	Elect Director Aarti Shah	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.										
1m	Elect Director Mark A. Stevens	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.										
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