

## POLÍTICA DE IMPLICACIÓN & INFORME ANUAL

### DB PREVISIÓN 17, FONDO DE PENSIONES

La Entidad Gestora ha encomendado el desarrollo y gestión de la política de implicación al Gestor de activos del Fondo de pensiones, DWS Investment GmbH, el cual publicará información sobre cómo ha aplicado dicha política de acuerdo con lo estipulado en el artículo 69.8 del Real Decreto 304/2004, de 20 de febrero, por el que se aprueba el Reglamento de planes y fondos de pensiones y las normas que en lo sucesivo lo desarrollen o modifiquen.

#### 1. OBJETIVOS Y PRINCIPIOS DE LA POLÍTICA DE IMPLICACIÓN

La Comisión de Control, en representación del Fondo de Pensiones asume, como inversor institucional, el compromiso de proteger y mejorar el valor a largo plazo de los activos de sus partícipes y beneficiarios.

Para alcanzar este compromiso, es fundamental el desarrollo de las herramientas que la propia norma exige, en concreto el ejercicio de los derechos inherentes a los valores integrados en el Fondo y la Política de Implicación. Son herramientas eficaces, implicándose directamente en el desarrollo de la empresa en la que se invierte, analizando y supervisando su gestión con las mejores prácticas de gobernanza, con el objetivo de obtener no sólo un mejor desempeño financiero sino una mayor creación de valor a largo plazo.

La implicación efectiva y sostenible de los accionistas es una de las piedras angulares del modelo de gobierno corporativo de las sociedades cotizadas, que depende del sistema de control y equilibrio entre los distintos órganos y de todas las personas interesadas. Una mayor implicación de los accionistas en el gobierno corporativo constituye uno de los instrumentos que pueden contribuir a mejorar el rendimiento financiero y no financiero de esas sociedades, también por lo que se refiere a factores medioambientales, sociales y de gestión, en particular como los que se mencionan en los Principios de Inversión Responsable que las Naciones Unidas sostienen. Además, una mayor implicación por parte de todos los interesados en el gobierno corporativo constituye un factor importante a la hora de garantizar un enfoque más a largo plazo por parte de las sociedades cotizadas, que debe ser fomentado y tenido en cuenta.

Los inversores institucionales y los gestores de activos son con frecuencia importantes accionistas de las sociedades cotizadas y pueden, por lo tanto, desempeñar un papel destacado en el gobierno corporativo de esas sociedades, y también, de forma más general, en lo que se refiere a su estrategia y rendimiento a largo plazo.

En este sentido, por parte de la Comisión de Control del Fondo se desarrollan una serie de principios y objetivos de largo plazo, que se consideran convenientes para la supervisión de las entidades en las que se invierte, al menos en lo referente a la estrategia, el rendimiento financiero y no financiero, los riesgos, la estructura del capital, el impacto social y medioambiental y el gobierno corporativo, y que a su vez dará traslado a las partes interesadas o grupos de interés (multistakeholder).

Estos objetivos y principios se engloban en tres grandes áreas: de buen gobierno, medioambientales y sociales.

Estos principios serán revisados y actualizados según sea necesario siguiendo las tendencias del mercado, los aprendizajes de la participación y los desarrollos futuros de políticas públicas.

#### A. OBJETIVOS Y PRINCIPIOS DE BUEN GOBIERNO:

- **Objetivos:** Visión de propietario activo, a largo plazo: análisis de la gestión de riesgos reputacionales y legales por incumplimiento de normativa y/o mala práctica laboral, fiscal, medioambiental, de consumo o cualquier otra cuestión o regulación que afecte a los derechos de las partes interesadas que interactúan con la empresa.
- **Principios específicos:**
  - Códigos de Buen Gobierno (CNMV; G20-OCDE).
  - Principios y derechos fundamentales en el trabajo de la OIT
  - Directrices de la OCDE para empresas multinacionales
  - Principios Globales de Gobernanza de ICGN
  - Principios de Inversión Responsable de Naciones Unidas (UN PRI)
  - Principios del Pacto Mundial de Naciones Unidas Política anticorrupción y de prevención del blanqueo de capitales.
  - Objetivos de Desarrollo Sostenible (en adelante, ODS) relacionados con el buen gobierno, como Igualdad de Género (ODS 5) y Trabajo decente y crecimiento económico (ODS 8).

#### B. OBJETIVOS Y PRINCIPIOS MEDIOAMBIENTALES:

- **Objetivos:** Se velará por el cumplimiento de directivas medioambientales, con el principal objetivo de reducir los riesgos asociados. Se analizarán la información relacionada con las características medioambientales de las empresas en cartera, a través de los ratings proporcionados por agencias de calificación especializadas.
- **Principios específicos:**
  - Acuerdo de París y acuerdos supranacionales. Objetivos UE 2030.
  - ODS relacionados con el medioambiente y el cambio climático, como Acción por el Clima (ODS 13), Energía asequible y no contaminante (ODS 7) o Ciudades y comunidades sostenibles (ODS 11)

#### C. OBJETIVOS Y PRINCIPIOS SOCIALES:

- **Objetivos:** Se velará por el cumplimiento de los derechos humanos y laborales contenidos en los principios específicos. Se analizarán los sistemas de debida diligencia en materia de derechos humanos y laborales, que deberán considerar tanto de la actividad en la empresa principal como la de su cadena de suministro.
- **Principios específicos:**
  - Las líneas Directrices de la OCDE para Empresas Multinacionales.
  - Los Principios Rectores de las Naciones Unidas sobre las empresas y los derechos humanos.
  - Los principios y derechos establecidos en los ocho convenios fundamentales a que se refiere la Declaración de la Organización Internacional del Trabajo relativa a los principios y derechos fundamentales en el trabajo.

- La Carta Internacional de Derechos Humanos.
- ODS relacionados en materia social como el fin de la pobreza (ODS 1), Trabajo decente y crecimiento económico (ODS 8), Reducción de las desigualdades (ODS 10).

## 1. ENGAGEMENT (DIÁLOGO ACTIVO CON LAS EMPRESAS)

Los inversores institucionales y los gestores de activos deben ser más transparente en lo que respecta a su planteamiento sobre la implicación de los accionistas, debiendo desarrollar y revelar su política en materia de implicación de los accionistas o explicar por qué han optado por no hacerlo. La revelación pública de esta información podría tener un efecto positivo en la concienciación de los inversores, permitir a los beneficiarios finales, por ejemplo, futuros pensionistas, optimizar sus decisiones de inversión, facilitar el diálogo entre las sociedades y sus accionistas, fomentar la implicación de estos y mejorar su rendición de cuentas a los interesados y a la sociedad civil.

En este sentido, la Comisión de Control del Fondo, en representación de éste, podrá cooperar y comunicarse, en colaboración con el Gestor de Inversiones DWS Investment GmbH, con otros accionistas participando en acciones de diálogo activo o engagement o mediante la participación en campañas de implicación, ya sea a título individual o de manera colectiva.

Estas actividades de participación se llevan a cabo, entre otros, en los siguientes supuestos:

- Compañías con problemas (por ejemplo, estrategia, desempeño financiero y no financiero, riesgo, estructura de capital, así como factores ASG) que pueden resultar en efectos reales o potencialmente negativos en la posición financiera, los resultados de las operaciones y la reputación de un empresa.
- Compañías que han incumplido severa y estructuralmente estándares internacionales como los Principios de Inversión Responsable de las Naciones Unidas (UNPRI), la Iniciativa Pacto Mundial de Naciones Unidas, las Líneas Directrices para las Empresas Multinacionales de la OCDE, los Principios de la OCDE sobre el Buen Gobierno, la Declaración Tripartita de Principios sobre las Empresas Multinacionales y la Política Social de la OIT, los Principios Rectores de las Naciones Unidas sobre Empresas y Derechos Humanos, el Código Unificado de Buen Gobierno de la CNMV, las convenciones sobre municiones en racimo, así como la Declaración interna de inversión responsable de DWS Investment GmbH, la Política de integración ASG para la inversión activa y normas controvertidas sobre armas convencionales.
- Compañías con vínculos comerciales en cualquier actividad ASG controvertida según la definición del Grupo DWS.
- Compañías con una falta de divulgación, en sus informes regulatorios obligatorios y voluntarios, sobre cuestiones ASG relevantes y / o el impacto de factores ASG en sus finanzas.
- Empresas que están en proceso de integrar factores ASG en su estrategia, pero aún no cumplen con las mejores prácticas del mercado.

En aquellos casos en los que se hayan detectado controversias en relación con el cumplimiento de los parámetros y/o directrices, recomendaciones y normativas de consenso nacional e internacional expuestas en el apartado anterior por parte de alguno de los emisores de activos en cartera; la Comisión de Control, de manera directa o a través de un tercero delegado, podrá establecer procesos de diálogo con el objeto de promover la RSE y mejorar el binomio rentabilidad-riesgo de la cartera, a través de diferentes canales, tales como: correos electrónicos, cartas a los directivos, conferencias telefónicas, reuniones con la administración o reuniones anuales y extraordinarias de accionistas. Además, en casos puntuales, se contempla la presentación de propuestas de accionistas o la publicación de declaraciones públicas.

Para más información, puede consultar los siguientes enlaces:

- **Política de engagement:**

- <https://www.dws.com/solutions/sustainability/information-on-sustainability/>

- Corporate Governance & Proxy Voting Policy
  - Engagement Policy

- **Informe anual engagement:**

- <https://www.dws.com/solutions/sustainability/information-on-sustainability/>

- DWS Stewardship Report
  - Ejemplo engagements:

- <https://www.dws.com/en-es/solutions/sustainability/corporate-governance/>

## 2. EJERCICIO DE LOS DERECHOS DE VOTO:

El artículo 69.7 del Real Decreto 304/2004, de 20 de febrero especifica que “La Comisión de control del Fondo de pensiones deberá ejercer, en beneficio exclusivo de los partícipes y beneficiarios, todos los derechos inherentes a los valores integrados en el fondo. Dichos derechos los ejercerá la comisión de control del Fondo, directamente, o a través de la entidad gestora, que seguirá las indicaciones de dicha comisión o lo dispuesto en las normas de funcionamiento del fondo. Si se contrata la gestión de activos del fondo con un gestor de activos, podrá encomendarse a este el ejercicio de derechos inherentes a los valores, incluidos los políticos, en los términos previstos en el contrato y teniendo en cuenta lo previsto en los estatutos de las sociedades emisoras”

Esta función ha sido delegada en la Entidad Gestora, la cual ha encomendado el ejercicio del derecho de voto al Gestor de activos del Fondo de pensiones, DWS Investment GmbH;

- **Política de voto 2025:** (DWS Corporate Governance and Proxy Voting Policy 2025))

- <https://www.dws.com/en-es/solutions/sustainability/information-on-sustainability/>

Se ofrece una visión general del enfoque sobre el voto por delegación. A continuación, se adjunta un resumen de los aspectos más importantes al evaluar las propuestas de voto en las juntas de accionistas:

- a. **Composición del Consejo:**

- **Nombramiento o reelección de uno o más directores ejecutivos y no ejecutivos:**

- **DWS votará generalmente EN CONTRA si:**

- Existen preocupaciones sobre si la empresa ha abordado adecuadamente cuestiones relacionadas con:

- Finanzas, conflictos de intereses, abusos contra los intereses de los accionistas minoritarios.
        - Desigualdad en los derechos de voto.
        - Incumplimiento de normas y estándares reconocidos internacionalmente que puedan comprometer el valor a largo plazo para los accionistas. (Dependiendo de la gravedad del incumplimiento, podríamos votar caso por caso).
        - Gestión y divulgación de riesgos financieros relevantes relacionados con la sostenibilidad.
        - Solicitudes reiteradas de DWS para dialogar con la empresa.

- b. **Remuneración de la gerencia y del consejo de administración:**

La estructura de incentivos de la alta dirección de una empresa participada debe estar alineada con los intereses de los accionistas. Se analiza minuciosamente la estructura, los elementos y la idoneidad del

sistema de remuneración, de acuerdo con las prácticas del mercado y/o las mejores prácticas internacionales, lo que puede derivar en una decisión de voto caso por caso, analizando los siguientes aspectos:

- Estructura de remuneración.
- Transparencia en la información.
- Alineación con el desempeño y los intereses de los accionistas.
- Discreción y excesos.

c. Puntos del orden del día relacionados con la auditoría:

Se analizarán los siguientes aspectos:

- Ratificación de los informes de auditoría.
- Nombramiento y remuneración del auditor.

d. Cuentas financieras, uso de beneficios y partidas relacionadas con el capital social:

Las medidas de capital, como las emisiones de acciones y la recompra de acciones, son de interés para los accionistas siempre que fortalezcan el éxito a largo plazo de la empresa. Para evaluar esto, las empresas deben proporcionar información adecuada a los accionistas sobre sus estrategias de financiación. Se analizarán los siguientes aspectos:

- Cuentas, estados financieros e informes, incluidos los informes no financieros.
- Emisión de acciones y otros instrumentos de financiación.
- Recompra de acciones.

e. Cuentas Opinión sobre las propuestas de descarbonización climática y accionaria:

Al evaluar las resoluciones de gestión relacionadas con el clima (declaraciones sobre el clima) que buscan la aprobación de los accionistas, así como las propuestas de los accionistas, DWS generalmente votará caso por caso, considerando, cuando corresponda, pero sin limitarse a, los criterios internos.

f. Estatutos y estructura legal. Puntos del orden del día de la empresa participada:

DWS generalmente votará en contra si se cumple, entre otras, las siguientes condiciones.

- La modificación afecta negativamente los derechos e intereses de los accionistas.
- La empresa participada no ha proporcionado información suficiente para evaluar las consecuencias de los cambios en los estatutos sociales respecto a los derechos de los accionistas.
- La modificación no se ajusta al valor a largo plazo de la empresa participada ni pone en peligro la continuidad del negocio.
- La propuesta busca establecer múltiples derechos de voto o busca introducir el voto en bloque/paquete.

g. Control corporativo:

**Mecanismos Anti-adquisición**

DWS votará generalmente en contra si se cumple alguna de las siguientes condiciones:

- La propuesta anti-adquisición no requiere la aprobación de los accionistas.

- La propuesta refuerza las defensas anti-adquisición de la empresa participada. Se podrá considerar una excepción si la empresa participada explica por qué la medida propuesta es necesaria para la continuidad del negocio y está en consonancia con el crecimiento a largo plazo de la empresa.
- La propuesta otorga al gobierno u otros organismos una participación preferencial, directa o implícita, en la empresa participada.

h. Transacciones entre partes vinculadas:

Al evaluar las resoluciones que buscan la aprobación de los accionistas para transacciones con partes relacionadas (RPT, por sus siglas en inglés), DWS generalmente votará en contra si se cumple alguna de las siguientes condiciones:

- Existe una falta de divulgación adecuada en relación con la transacción propuesta, de acuerdo con las mejores prácticas nacionales, incluyendo detalles de las partes involucradas, la duración, el valor de la transacción propuesta y la justificación.
- La empresa no ha divulgado información relevante para determinar la equidad de la transacción.
- La transacción expone a la empresa a un riesgo desproporcionado si se relaciona con la concesión de préstamos, depósitos interempresariales o anticipos realizados por la entidad cotizada o su filial.
- La transacción presenta o puede presentar conflictos de interés significativos.
- El Consejo de administración (consejeros independientes) o el Comité de auditoría han expresado su preocupación por la equidad de la transacción o no la han aprobado.
- La fijación de precios/valoración de la transacción (y cualquier valoración profesional asociada) no redunde en beneficio de la empresa.
- El asesor financiero independiente y el auditor han manifestado su preocupación por la salud financiera de las entidades involucradas.
- La realización de esta transacción no redunde en el mejor interés de la empresa.

i. Propuestas de los accionistas

En general, DWS apoya las propuestas de los accionistas que redunden en el mejor interés económico de los clientes. La revisión de dichas propuestas se realiza caso por caso, teniendo en cuenta nuestra postura sobre los siguientes temas:

- Separación de los cargos de presidente y director ejecutivo.
- Nombramiento de un presidente independiente.
- Diversidad en el consejo de administración.
- Creación de comités clave.
- Exceso de personal en el consejo.
- Eliminación de las elecciones escalonadas del consejo.
- Eliminación del requisito de mayoría cualificada para modificar los estatutos.
- Establecimiento del principio de "una acción, un voto".
- Propuestas de sostenibilidad (ambiental y social): Se apoyan propuestas de accionistas que, por ejemplo, soliciten a una empresa que divulgue los riesgos de sostenibilidad financieramente relevantes y las oportunidades relacionadas, así como su gobernanza, estrategia, indicadores y objetivos, incluyendo sus políticas y riesgos ambientales. También propuestas de accionistas que soliciten a las empresas la adopción de estándares laborales y de derechos humanos, y que informen sobre los riesgos para los derechos humanos en sus operaciones o cadenas de suministro.

- Propuestas climáticas: Se respaldan las propuestas de los accionistas que, por ejemplo, soliciten a una empresa que divulgue los riesgos climáticos financieramente relevantes y las oportunidades relacionadas, la gobernanza, la estrategia, las métricas y los objetivos, incluidos, cuando corresponda, los riesgos físicos y de transición, así como la forma en que la empresa identifica, mide y gestiona dichos riesgos. También las propuestas de los accionistas que soliciten a una empresa que establezca una supervisión climática formal, divulgue las emisiones de GEI y los objetivos, establezca un plan de transición climática e informe sobre su progreso, e implemente medidas para mitigar los riesgos climáticos cuando sean financieramente relevantes.

En el informe de gestión anual del Fondo de pensiones se dejará constancia de la política relativa al ejercicio de los derechos políticos de participación y voto en las juntas y asambleas generales inherentes a los valores integrados en el fondo de pensiones, informando, con carácter anual, de las Juntas de Accionistas de sociedades de las que el Fondo tuviese valores con derecho a asistir y hubiera recibido convocatoria de asistencia a Junta, y de la dirección en la que en su caso se hubiera ejercido el derecho de voto, de acuerdo con lo estipulado en el artículo 69 del Real Decreto 304/2004, de 20 de febrero, por el que se aprueba el Reglamento de planes y fondos de pensiones y las normas que en lo sucesivo lo desarrollen o modifiquen.

### 3. GESTIÓN DE LOS CONFLICTOS DE INTERÉS:

La Política de Implicación debe incluir medidas que permitan gestionar los conflictos de intereses reales o potenciales, en particular en situaciones en las que los inversores institucionales o los gestores de activos o sus empresas asociadas mantienen relaciones comerciales importantes con la sociedad en que se invierte.

Deberá articularse un procedimiento para detectar, prevenir, impedir, mitigar, gestionar y controlar los conflictos de interés que pudiera surgir entre los prestadores de servicios y los partícipes y beneficiarios, la Entidad Gestora, la Depositaria, la Promotora, derivados del sistema de implementación de la Política de Implicación y que puedan afectar al correcto desarrollo de la misma. A estos efectos, se deberá indicar, con anterioridad a actuar por cuenta del Fondo:

#### 1. Naturaleza general u origen del conflicto de interés:

- Entre Gestora y entidades del grupo.
- Entre Gestora y empresas afectadas por la Política de Implicación. Entre los responsables de implementar la Política y la Entidad Gestora o entidades del grupo.
- Entre los responsables de implementar la Política de Implicación y las empresas afectadas.

#### 2. Desarrollo de procedimientos y políticas adecuadas:

- Informar sobre el proceso y mecanismos de toma de decisiones.
- Cómo prevenir la toma de decisiones de personas ajenas a la entidad. Comunicar los conflictos surgidos y la resolución de éstos.

El gestor de activos debe proporcionar información adecuada al inversor institucional sobre los conflictos de intereses que, en su caso, hubiesen surgido en relación con las actividades de implicación y cómo han sido abordados por el gestor de activos. Por ejemplo, conflictos de interés pueden impedir votar al gestor de activos o incluso impedirle toda implicación. Todas esas situaciones deberían revelarse a los inversores institucionales.

En este sentido, DWS Investment GmbH, es responsable de establecer un marco e implementar sistemas, controles y procedimientos para identificar, escalar y gestionar los conflictos de intereses derivados del ejercicio de los derechos inherentes a los valores que componen la cartera del Fondo. Entre los conflictos de interés identificados, se tienen en cuenta:

- a) Conflicto de intereses real (es decir, un conflicto de intereses que ha surgido) y un posible conflicto de intereses.

- b) Conflicto de intereses percibido (es decir, una situación que puede dar lugar a la percepción de un conflicto de intereses), incluso cuando éste pueda no existir.

DWS Investment GmbH elabora y mantiene acuerdos organizativos, de procedimiento y administrativos diseñados para identificar y manejar conflictos de intereses reales o potenciales. En particular, el Registro de conflictos de intereses de DWS incluye detalles sobre el conflicto en cuestión, así como medidas de mitigación.

#### 4. COMUNICACIÓN Y REPORTE:

La Comisión de Control, en representación del Fondo como inversor institucional, considera apropiado, para ser más transparente en su implicación como accionista, publicar con carácter anual en el informe de gestión, los siguientes aspectos relevantes de su Política de Implicación:

- Descripción general de su comportamiento en relación con sus derechos de voto y otros derechos asociados a las acciones. Una explicación de las votaciones más importantes en las que hayan participado, y, en su caso, la utilización de los servicios de asesores de voto.
- El sentido de su voto en las juntas generales de las sociedades en las que el Fondo posee las referidas acciones, en caso de haberse ejercido, salvo que dichas votaciones sean inmateriales debido al objeto de la votación o al tamaño de la participación en la sociedad.
- Las cooperaciones y comunicaciones que se hubieran podido realizar con otros accionistas participando en acciones de diálogo activo o engagement o mediante la participación.
- El procedimiento para detectar, prevenir, impedir, mitigar, gestionar y controlar los conflictos de interés que pudiera surgir en la aplicación de la presente Política entre los diversos actores.
- Resultados de las mediciones de los aspectos medioambientales, sociales y de gobierno corporativo alcanzados.

En el caso, de no ajustarse a los aspectos relevantes aquí descritos, la Comisión de Control y en su caso, la Entidad Gestora y los gestores de activos, publicarán una explicación clara y motivada sobre las razones por las que han decidido no cumplirlos.

## INFORME ANUAL

A continuación, se muestra una descripción general del comportamiento en relación con los derechos de voto, una explicación de las votaciones materiales en las que el Fondo de pensiones ha participado, y, en su caso, la utilización de los servicios de asesores de voto:

### Descripción general del comportamiento en relación con los derechos de voto durante 2025:

|                                                              |     |
|--------------------------------------------------------------|-----|
| - Juntas de Accionistas con derecho a voto*:                 | 204 |
| - Voto ejercido en Juntas de Accionistas con derecho a voto: | 203 |
| % Votos en contra 26.7%                                      |     |

(\*) El 16.07.2024 se delegó al Gestor de inversiones, DWS Investment GmbH, la aplicación de la política de implicación del fondo, incluido el ejercicio del derecho al voto.

| 2025: Overview                                          | Número | Porcentaje |
|---------------------------------------------------------|--------|------------|
| Número de juntas con opción a voto                      | 204    | -          |
| Número de juntas en las que se ha ejercido el voto      | 203    | 99,51%     |
| Número de elementos con derecho a votación              | 3.022  | -          |
| Número de elementos votados                             | 2.966  | 98,15%     |
| Número de votos a favor                                 | 2.067  | 69,69%     |
| Número de votos en contra                               | 792    | 26,70%     |
| Número de votos en abstención                           | 43     | 1,45%      |
| Número de votos "Withhold"                              | 60     | 2,02%      |
| Número de votos a favor de la política                  | 2.822  | 95,14%     |
| Número de votos en contra de la política                | 6      | 0,20%      |
| Número de votos a favor de la gestión                   | 2.100  | 70,80%     |
| Número de votos en contra de la gestión                 | 866    | 29,20%     |
| Número de votos sobre las propuestas de los accionistas | 185    | 6.24%      |

# Board Statistics Report



## Parameters Used:

Location(s): All locations  
 Account Group(s): All account groups  
 Institution Account(s): DB PREVISION 17, FP  
 Custodian Account(s): All custodian accounts  
 Reporting Period: 01/01/2025 to 12/31/2025

## Meeting Overview

| Category                                                             | Number | Percentage |
|----------------------------------------------------------------------|--------|------------|
| Number of votable meetings                                           | 204    |            |
| Number of meetings voted                                             | 203    | 99.51%     |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 178    | 87.25%     |

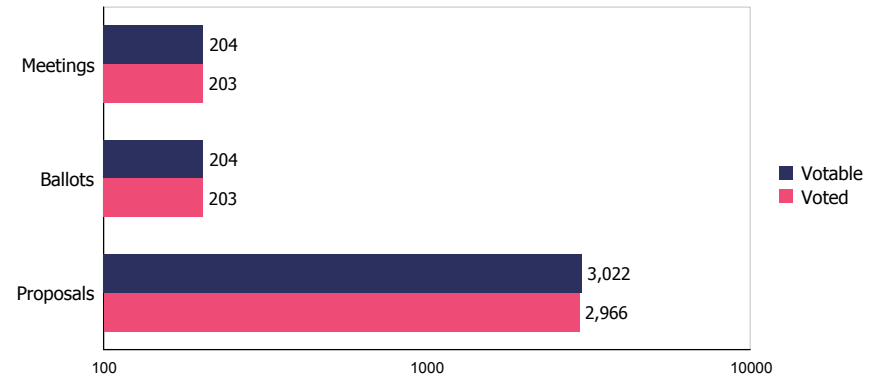
## Ballot Overview

| Category                  | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 204    |            |
| Number of ballots voted   | 203    | 99.51%     |

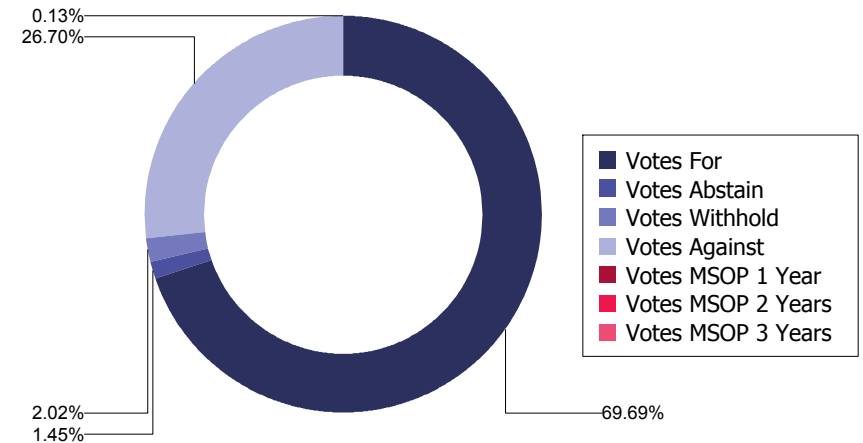
## Proposal Overview

| Category                                    | Number | Percentage |
|---------------------------------------------|--------|------------|
| Number of votable items                     | 3,022  |            |
| Number of items voted                       | 2,966  | 98.15%     |
| Number of votes FOR                         | 2,067  | 69.69%     |
| Number of votes AGAINST                     | 792    | 26.70%     |
| Number of votes ABSTAIN                     | 43     | 1.45%      |
| Number of votes WITHHOLD                    | 60     | 2.02%      |
| Number of votes on MSOP Frequency 1 Year    | 4      | 0.13%      |
| Number of votes on MSOP Frequency 2 Years   | 0      | 0.00%      |
| Number of votes on MSOP Frequency 3 Years   | 0      | 0.00%      |
| Number of votes With Policy                 | 2,822  | 95.14%     |
| Number of votes Against Policy              | 6      | 0.20%      |
| Number of votes With Mgmt                   | 2,100  | 70.80%     |
| Number of votes Against Mgmt                | 866    | 29.20%     |
| Number of votes on MSOP (exclude frequency) | 187    | 6.30%      |
| Number of votes on Shareholder Proposals    | 185    | 6.24%      |

## Voting Statistics

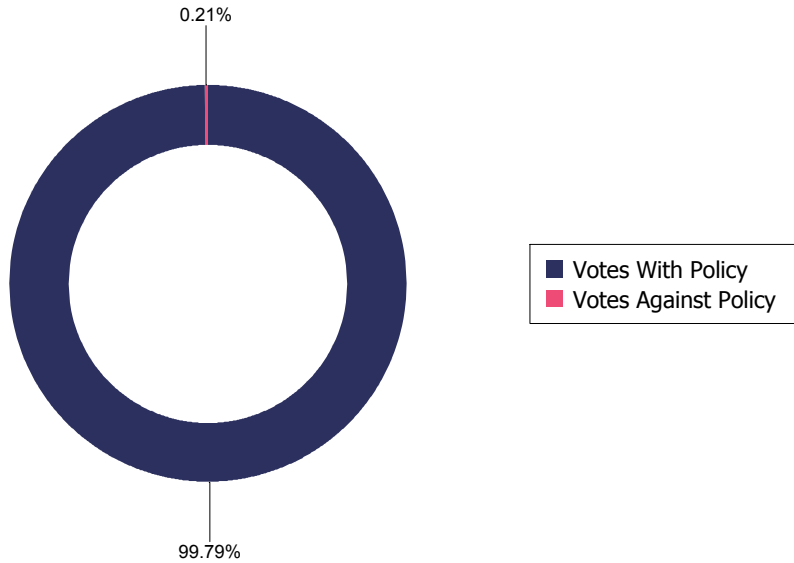


## Vote Cast Statistics

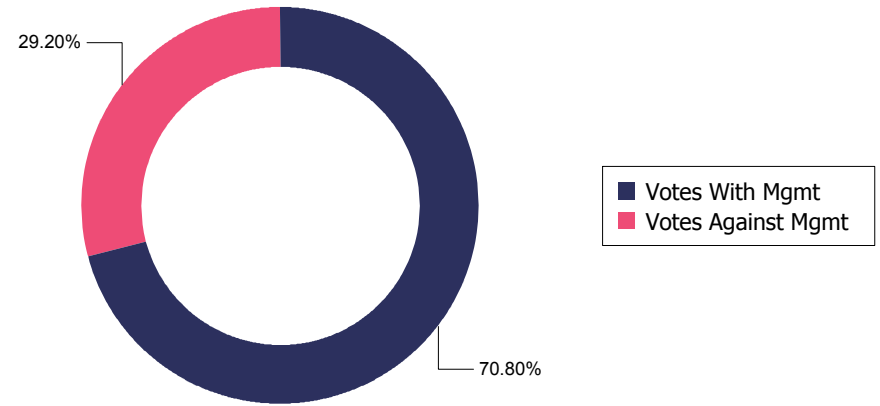


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.*  
*For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included.*  
*Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal.*  
*This may result in voting totals exceeding the number of votable items.*  
*Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines :*  
<https://www.issgovernance.com/policy-gateway/voting-policies>

### Vote Alignment with Policy



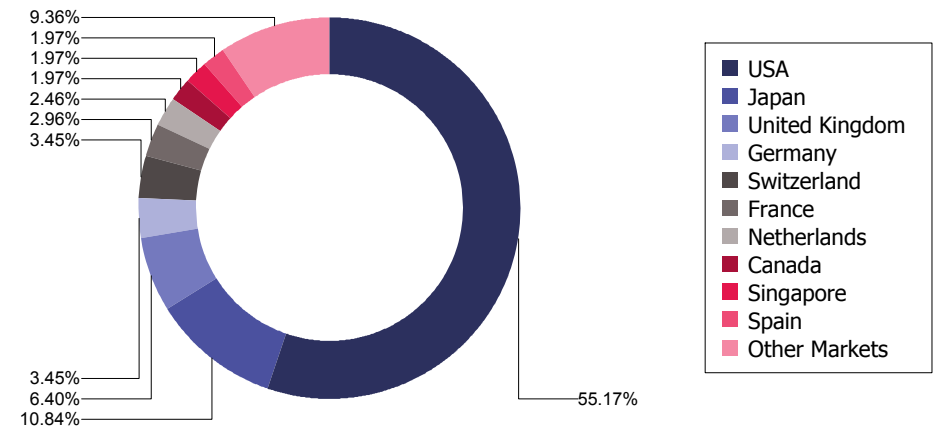
### Vote Alignment with Management



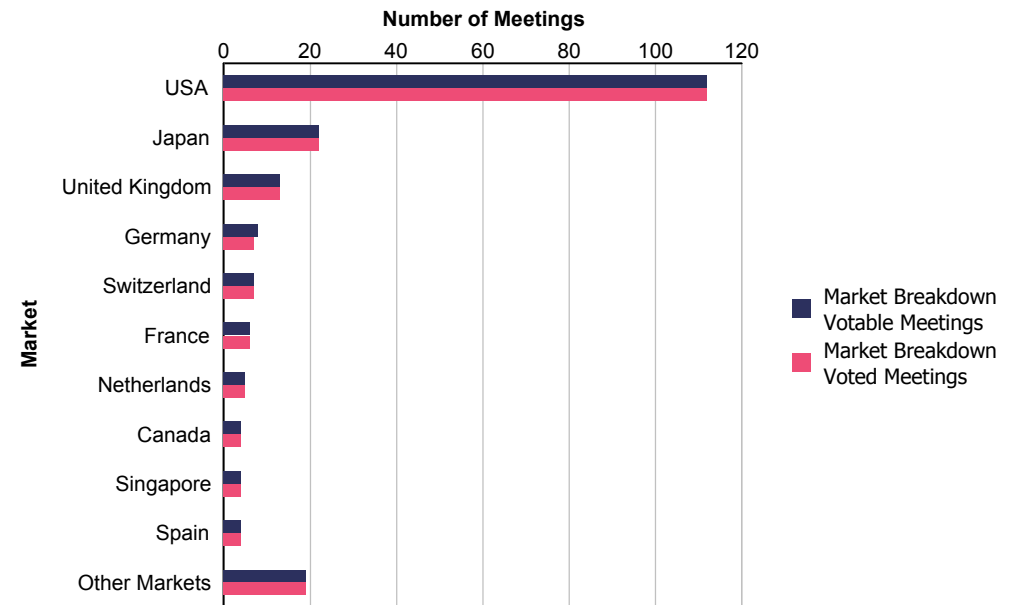
### Market Breakdown

| Market         | Votable Meetings | Voted Meetings | Percentage |
|----------------|------------------|----------------|------------|
| USA            | 112              | 112            | 100.00%    |
| Japan          | 22               | 22             | 100.00%    |
| United Kingdom | 13               | 13             | 100.00%    |
| Germany        | 8                | 7              | 87.50%     |
| Switzerland    | 7                | 7              | 100.00%    |
| France         | 6                | 6              | 100.00%    |
| Netherlands    | 5                | 5              | 100.00%    |
| Canada         | 4                | 4              | 100.00%    |
| Singapore      | 4                | 4              | 100.00%    |
| Spain          | 4                | 4              | 100.00%    |
| Australia      | 3                | 3              | 100.00%    |
| Denmark        | 3                | 3              | 100.00%    |
| Bermuda        | 2                | 2              | 100.00%    |
| Curacao        | 2                | 2              | 100.00%    |
| Hong Kong      | 2                | 2              | 100.00%    |
| Ireland        | 2                | 2              | 100.00%    |
| Italy          | 2                | 2              | 100.00%    |
| Austria        | 1                | 1              | 100.00%    |
| Jersey         | 1                | 1              | 100.00%    |
| Luxembourg     | 1                | 1              | 100.00%    |

### Meetings Voted by Market



## Market Voting Statistics





## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                     | Vote Cast |
|------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------|
| Intuit Inc.                  | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Suzanne Nora Johnson                                           | Against   |
| Intuit Inc.                  | 23-Jan-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                           | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Anousheh Ansari                                                | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Michael Dastoor                                                | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Mark T. Mondello                                               | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director John C. Plant                                                  | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Steven A. Raymund                                              | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director N.V. "Tiger" Tyagarajan                                        | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Kathleen A. Walters                                            | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                           | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 4. Submit Severance Agreement (Change-in-Control) to Shareholder Vote             | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 5. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline | Against   |
| Costco Wholesale Corporation | 23-Jan-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                                    | Against   |
| Costco Wholesale Corporation | 23-Jan-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| Costco Wholesale Corporation | 23-Jan-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 4. Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts        | Against   |
| Visa Inc.                    | 28-Jan-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                                    | Against   |
| Visa Inc.                    | 28-Jan-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 4. Report on Gender-Based Compensation and Benefits Inequities                    | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name             | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                                             | Proposal Text                                                                                  | Vote Cast |
|--------------------------|--------------|---------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------|
| Visa Inc.                | 28-Jan-25    | USA     | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                                  | 5. Report on Company's Policy on Merchant Category Codes                                       | Against   |
| Visa Inc.                | 28-Jan-25    | USA     | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                                     | 6. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline              | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1c. Elect Director Kim R. Cocklin                                                              | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1e. Elect Director Sean Donohue                                                                | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1f. Elect Director Rafael G. Garza                                                             | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1h. Elect Director Nancy K. Quinn                                                              | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1i. Elect Director Richard A. Sampson                                                          | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                                         | 2. Amend Omnibus Stock Plan                                                                    | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 3. Ratify Ernst & Young LLP as Auditors                                                        | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 4. Advisory Vote to Ratify Named Executive Officers' Compensation                              | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Director Election - Director Election               | Elect Director                                                                   | 1d. Elect Director Nancy McKinstry                                                             | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Director Election - Director Election               | Elect Director                                                                   | 1e. Elect Director Jennifer Nason                                                              | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                              | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                   | 3. Ratify KPMG LLP as Auditors and Authorise Their Remuneration                                | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Determine Price Range for Reissuance of Treasury Shares                                     | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1c. Elect Director Alex Gorsky                                                                 | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1d. Elect Director Andrea Jung                                                                 | Against   |



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name           | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                         | Vote Cast |
|------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------|-----------|
| Apple Inc.             | 25-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Art Levinson                                       | Against   |
| Apple Inc.             | 25-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Ron Sugar                                          | Against   |
| Apple Inc.             | 25-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Sue Wagner                                         | Against   |
| Apple Inc.             | 25-Feb-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                               | Against   |
| Apple Inc.             | 25-Feb-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 5. Report on Child Safety Online                                      | Against   |
| Apple Inc.             | 25-Feb-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 6. Consider Abolishing DEI Policies, Programs, Departments, and Goals | Against   |
| Apple Inc.             | 25-Feb-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 7. Report on Discrimination in Charitable Contributions               | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Bradley W. Buss                                   | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Kristy Pipes                                      | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Troy Rudd                                         | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Daniel R. Tishman                                 | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Sander van't Noordende                            | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Janet C. Wolfenbarger                             | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                               | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation     | Against   |
| AECOM                  | 28-Feb-25    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against   |
| Fair Isaac Corporation | 05-Mar-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Braden R. Kelly                                    | Against   |
| Fair Isaac Corporation | 05-Mar-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director David A. Rey                                       | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name            | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                                            | Proposal Text                                                                                     | Vote Cast |
|-------------------------|--------------|-------------|------------|-----------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------|
| Fair Isaac Corporation  | 05-Mar-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 3. Ratify Deloitte & Touche LLP as Auditors                                                       | Against   |
| Cencora, Inc.           | 06-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1d. Elect Director Steven H. Collis                                                               | Against   |
| Cencora, Inc.           | 06-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1f. Elect Director Lon R. Greenberg                                                               | Against   |
| Cencora, Inc.           | 06-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1i. Elect Director Redonda G. Miller                                                              | Against   |
| Cencora, Inc.           | 06-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1k. Elect Director Lauren M. Tyler                                                                | Against   |
| Cencora, Inc.           | 06-Mar-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 3. Ratify Ernst & Young LLP as Auditors                                                           | Against   |
| Novartis AG             | 07-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                                  | 8.5. Reelect Elizabeth Doherty as Director                                                        | Against   |
| Novartis AG             | 07-Mar-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                                  | 12. Transact Other Business (Voting)                                                              | Against   |
| Pandora AS              | 12-Mar-25    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                  | 3. Approve Remuneration Report (Advisory Vote)                                                    | Against   |
| Pandora AS              | 12-Mar-25    | Denmark     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 7. Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting | Abstain   |
| Pandora AS              | 12-Mar-25    | Denmark     | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 9.2. Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights                  | Abstain   |
| QUALCOMM Incorporated   | 18-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1d. Elect Director Jeffrey W. Henderson                                                           | Against   |
| QUALCOMM Incorporated   | 18-Mar-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                  | Against   |
| QUALCOMM Incorporated   | 18-Mar-25    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                  | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| QUALCOMM Incorporated   | 18-Mar-25    | USA         | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                                        | 4. Amend Omnibus Stock Plan                                                                       | Against   |
| The Walt Disney Company | 20-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1j. Elect Director Derica W. Rice                                                                 | Against   |
| The Walt Disney Company | 20-Mar-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                  | Against   |
| The Walt Disney Company | 20-Mar-25    | USA         | E          | Environmental - Climate                             | Report on Climate Change                                                        | 4. Report on Climate Risk in Retirement Plan Options                                              | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name            | Meeting Date | Market      | ESG Pillar | Proposal Category                      | Proposal Description                                       | Proposal Text                                                                    | Vote Cast |
|-------------------------|--------------|-------------|------------|----------------------------------------|------------------------------------------------------------|----------------------------------------------------------------------------------|-----------|
| The Walt Disney Company | 20-Mar-25    | USA         | E, S       | E&S Blended - Counter                  | Miscellaneous -- Environmental & Social Counterproposal    | 5. Reconsider Participation in Human Rights Campaign's Corporate Equality Index  | Against   |
| The Walt Disney Company | 20-Mar-25    | USA         | E, S       | E&S Blended - Counter                  | Miscellaneous -- Environmental & Social Counterproposal    | 6. Report on Risks of Discriminating Based on Religious and Political Views      | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Election - Director Election  | Elect Director                                             | 6.1.1. Reelect Victor Balli as Director                                          | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Election - Director Election  | Elect Director                                             | 6.1.5. Reelect Roberto Guidetti as Director                                      | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Election - Director Election  | Elect Director                                             | 6.1.6. Reelect Tom Knutzen as Director                                           | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Election - Director Election  | Elect Director                                             | 6.2.2. Elect Louie D'Amico as Director                                           | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Related - Committee Election  | Elect Member of Remuneration Committee                     | 6.3.1. Reappoint Victor Balli as Member of the Compensation Committee            | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Related - Committee Election  | Elect Member of Remuneration Committee                     | 6.3.3. Appoint Tom Knutzen as Member of the Compensation Committee               | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Routine Business - Routine Business    | Other Business                                             | 8. Transact Other Business (Voting)                                              | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election  | Elect Director                                             | 2.1. Elect Director Hasebe, Yoshihiro                                            | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election  | Elect Director                                             | 2.2. Elect Director Negoro, Masakazu                                             | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election  | Elect Director                                             | 2.3. Elect Director Nishiguchi, Toru                                             | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election  | Elect Director                                             | 2.4. Elect Director Lisa MacCallum                                               | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election  | Elect Director                                             | 2.8. Elect Director Takashima, Makoto                                            | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Proxy Contest      | Elect Director (Dissident)                                 | 4.3. Appoint Shareholder Director Nominee Lanchi Venator                         | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Proxy Contest      | Elect Director (Dissident)                                 | 4.5. Appoint Shareholder Director Nominee Anja Lagodny                           | Against   |
| Schindler Holding AG    | 25-Mar-25    | Switzerland | G          | Director Related - Discharge           | Approve Discharge of Board and President (Bundled)         | 4. Approve Discharge of Board and Senior Management                              | Against   |
| Schindler Holding AG    | 25-Mar-25    | Switzerland | G          | Compensation - Directors' Compensation | Approve Remuneration of Directors and/or Committee Members | 5.1. Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name         | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                                       | Proposal Text                                                                              | Vote Cast |
|----------------------|--------------|-------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------|
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million   | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.1. Elect Josef Ming as Director and Board Chair                                          | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.1. Reelect Alfred Schindler as Director                                                | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.3. Reelect Monika Buetler as Director                                                  | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.5. Reelect Guenter Schaeuble as Director                                               | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.6. Reelect Tobias Staehelin as Director                                                | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.7. Reelect Carole Vischer as Director                                                  | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.8. Reelect Petra Winkler as Director                                                   | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.9. Reelect Thomas Zurbuchen Director                                                   | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.3. Elect Marion Bonnard as Director                                                      | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.4. Elect Cyrill Bucher as Director                                                       | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.5.2. Reappoint Monika Buetler as Member of the Compensation Committee                    | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.5.3. Reappoint Petra Winkler as Member of the Compensation Committee                     | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                             | 7. Transact Other Business (Voting)                                                        | Against   |
| ABB Ltd.             | 27-Mar-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                             | 11. Transact Other Business (Voting)                                                       | Against   |
| UniCredit SpA        | 27-Mar-25    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                | 6. Approve Remuneration Policy                                                             | Against   |
| UniCredit SpA        | 27-Mar-25    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 7. Approve Second Section of the Remuneration Report                                       | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                  | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                   | Vote Cast |
|-------------------------------|--------------|-----------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------|
| UniCredit SpA                 | 27-Mar-25    | Italy     | G          | Compensation - Cash/Equity Bonus                    | Approve/Amend Executive Incentive Bonus Plan                   | 8. Approve 2025 Group Incentive System                                                          | Against   |
| UniCredit SpA                 | 27-Mar-25    | Italy     | G          | Compensation - Equity Compensation Plan             | Approve Equity Plan Financing                                  | 7. Authorize Board to Increase Capital to Service the 2024 Group Incentive System               | Against   |
| Novo Nordisk A/S              | 27-Mar-25    | Denmark   | G          | Director Election - Director Election               | Elect Director                                                 | 6.2. Reelect Henrik Poulsen (Vice Chair) as Director                                            | Abstain   |
| Novo Nordisk A/S              | 27-Mar-25    | Denmark   | G          | Director Election - Director Election               | Elect Director                                                 | 6.3a. Reelect Laurence Debroux as Director                                                      | Abstain   |
| Novo Nordisk A/S              | 27-Mar-25    | Denmark   | G          | Director Election - Director Election               | Elect Director                                                 | 6.3d. Reelect Kasim Kutay as Director                                                           | Abstain   |
| Novo Nordisk A/S              | 27-Mar-25    | Denmark   | S          | Social - Health & Safety                            | Facility Safety                                                | 8.3. Approve Proposal Regarding Regulated Working Conditions at Construction Sites              | Abstain   |
| Nippon Express Holdings, Inc. | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Saito, Mitsuru                                                              | Against   |
| Nippon Express Holdings, Inc. | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Horikiri, Satoshi                                                           | Against   |
| Nippon Express Holdings, Inc. | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Akaishi, Mamoru                                                             | Against   |
| Nippon Express Holdings, Inc. | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Abe, Sachiko                                                                | Against   |
| Nippon Express Holdings, Inc. | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Shiba, Yojiro                                                               | Against   |
| DBS Group Holdings Ltd.       | 28-Mar-25    | Singapore | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration | 4. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Against   |
| Schlumberger N.V.             | 02-Apr-25    | Curacao   | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Peter Coleman                                                               | Against   |
| Schlumberger N.V.             | 02-Apr-25    | Curacao   | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Jim Hackett                                                                 | Against   |
| Schlumberger N.V.             | 02-Apr-25    | Curacao   | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Maria Moraeus Hanssen                                                       | Against   |
| Schlumberger N.V.             | 02-Apr-25    | Curacao   | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Vanitha Narayanan                                                           | Against   |
| Schlumberger N.V.             | 02-Apr-25    | Curacao   | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                               | Against   |
| Schlumberger N.V.             | 02-Apr-25    | Curacao   | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify PricewaterhouseCoopers LLP as Auditors                                                | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                       | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                                                                                                                                                                     | Vote Cast |
|------------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Hewlett Packard Enterprise Company | 02-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                                                                                                                                                                                           | Against   |
| Hewlett Packard Enterprise Company | 02-Apr-25    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                                                                                                                                                                                                       | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 5. Re-elect Dominic Barton as Director                                                                                                                                                                                                            | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 6. Re-elect Peter Cunningham as Director                                                                                                                                                                                                          | Abstain   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 7. Re-elect Dean Dalla Valle as Director                                                                                                                                                                                                          | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 8. Re-elect Simon Henry as Director                                                                                                                                                                                                               | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 11. Re-elect Jennifer Nason as Director                                                                                                                                                                                                           | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 13. Re-elect Jakob Stausholm as Director                                                                                                                                                                                                          | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 14. Re-elect Ngaire Woods as Director                                                                                                                                                                                                             | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 15. Re-elect Ben Wyatt as Director                                                                                                                                                                                                                | Abstain   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                              | 24. Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review | Abstain   |
| Deutsche Telekom AG                | 09-Apr-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board (Bundled)               | 4. Approve Discharge of Supervisory Board for Fiscal Year 2024                                                                                                                                                                                    | Against   |
| Deutsche Telekom AG                | 09-Apr-25    | Germany        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7.a. Elect Stefan Ränge to the Supervisory Board                                                                                                                                                                                                  | Against   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report                                                                                                                                                                                                                    | Abstain   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)             | 5. Approve Discharge of Board and Senior Management                                                                                                                                                                                               | Abstain   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Director Election - Director Election               | Elect Director                                                 | 6.1. Reelect Colm Kelleher as Director and Board Chair                                                                                                                                                                                            | Against   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Director Election - Director Election               | Elect Director                                                 | 6.2. Reelect Lukas Gaehwiler as Director                                                                                                                                                                                                          | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                            | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|-----------------------------------------|--------------|-------------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| UBS Group AG                            | 10-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 6.8. Reelect Gail Kelly as Director                               | Against   |
| UBS Group AG                            | 10-Apr-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.3. Appoint Gail Kelly as Member of the Compensation Committee   | Against   |
| UBS Group AG                            | 10-Apr-25    | Switzerland | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 9.2. Ratify Ernst & Young AG as Auditors                          | Against   |
| UBS Group AG                            | 10-Apr-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                 | 12. Transact Other Business (Voting)                              | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Brian D. Chambers                              | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Edward F. Lonergan                             | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Maryann T. Mannen                              | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Suzanne P. Nimocks                             | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director John D. Williams                               | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| The Bank of New York Mellon Corporation | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Linda Z. Cook                                  | Against   |
| The Bank of New York Mellon Corporation | 15-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                    | Against   |
| The Sherwin-Williams Company            | 16-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Kerri B. Anderson                              | Against   |
| The Sherwin-Williams Company            | 16-Apr-25    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| The Sherwin-Williams Company            | 16-Apr-25    | USA         | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan                                     | Against   |
| The Sherwin-Williams Company            | 16-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding)                      | Abstain   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 7.1.1. Reelect Ernst Tanner as Director and Board Chair           | Against   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 7.1.2. Reelect Dieter Weisskopf as Director                       | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                             | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                               | Vote Cast |
|------------------------------------------|--------------|-------------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|-----------|
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                                           | 7.1.3. Reelect Rudolf Spruengli as Director                                                 | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                                           | 7.1.4. Reelect Elisabeth Guertler as Director                                               | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                                           | 7.1.6. Reelect Silvio Denz as Director                                                      | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                                           | 7.1.7. Reelect Monique Bourquin as Director                                                 | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                                   | 7.2.1. Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee    | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                                   | 7.2.2. Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee    | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                                   | 7.2.3. Reappoint Silvio Denz as Member of the Nomination and Compensation Committee         | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 7.4. Ratify PricewaterhouseCoopers AG as Auditors                                           | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                                           | 9. Transact Other Business (Voting)                                                         | Against   |
| United Overseas Bank Limited (Singapore) | 21-Apr-25    | Singapore   | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                           | 4. Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration  | Against   |
| United Overseas Bank Limited (Singapore) | 21-Apr-25    | Singapore   | G          | Director Election - Director Election               | Elect Director                                                                           | 5. Elect Wee Ee Lim as Director                                                             | Against   |
| United Overseas Bank Limited (Singapore) | 21-Apr-25    | Singapore   | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Against   |
| Broadcom Inc.                            | 21-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1i. Elect Director Harry L. You                                                             | Against   |
| Broadcom Inc.                            | 21-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                            | Against   |
| Broadcom Inc.                            | 21-Apr-25    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director Amy Banse                                                                | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1d. Elect Director Frank Calderoni                                                          | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                            | Vote Cast |
|-----------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------|-----------|
| Adobe Inc.                  | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Shantanu Narayen                                      | Against   |
| Adobe Inc.                  | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director Daniel Rosensweig                                     | Against   |
| Adobe Inc.                  | 22-Apr-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan                                              | Against   |
| Adobe Inc.                  | 22-Apr-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                           | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Sharon L. Allen                                       | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Pierre J.P. de Weck                                   | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Arnold W. Donald                                      | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Linda P. Hudson                                       | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Monica C. Lozano                                      | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Brian T. Moynihan                                     | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Lionel L. Nowell, III                                 | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1l. Elect Director Michael D. White                                      | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1m. Elect Director Thomas D. Woods                                       | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1n. Elect Director Maria T. Zuber                                        | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation        | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                         | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                              | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | G          | Director Related - Board Related                    | Require More Director Nominations Than Open Seats              | 5. Require More Director Nominations Than Open Seats                     | Against   |
| Bank of America Corporation | 22-Apr-25    | USA    | S          | Social - Animal Welfare                             | Animal Welfare                                                 | 6. Report on Board Oversight of Material Risks Related to Animal Welfare | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                  | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                      | Vote Cast |
|-------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------|
| Bank of America Corporation   | 22-Apr-25    | USA            | E          | Environmental - Climate                             | Disclosure of Fossil Fuel Financing                            | 8. Report on Clean Energy Supply Financing Ratio                                                   | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director John Hess                                                                       | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Lakshmi Mittal                                                                  | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director Peter Oppenheimer                                                               | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director David Solomon                                                                   | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                  | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                                                        | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify PricewaterhouseCoopers LLP as Auditors                                                   | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Consider Abolishing DEI Goals from Compensation Inducements                                     | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 6. Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA            | E          | Environmental - Climate                             | Disclosure of Fossil Fuel Financing                            | 7. Report on Clean Energy Supply Financing Ratio                                                   | Against   |
| The Cigna Group               | 23-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director David M. Cordani                                                                | Against   |
| The Cigna Group               | 23-Apr-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                  | Against   |
| The Cigna Group               | 23-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                                                   | Against   |
| The Cigna Group               | 23-Apr-25    | USA            | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 4. Amend Right to Call Special Meeting                                                             | Against   |
| Bunzl Plc                     | 23-Apr-25    | United Kingdom | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 12. Reappoint PricewaterhouseCoopers LLP as Auditors                                               | Against   |
| Bunzl Plc                     | 23-Apr-25    | United Kingdom | G          | Audit Related - Auditor Related                     | Authorize Board to Fix Remuneration of External Auditor(s)     | 13. Authorise Board to Fix Remuneration of Auditors                                                | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                        | Vote Cast |
|----------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-----------|
| Pfizer Inc.          | 24-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Albert Bourla                                                                    | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.10. Elect Director Suzanne Nora Johnson                                                            | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                                                       | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                    | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 4. Submit Severance Agreement to Shareholder Vote                                                    | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views | Against   |
| Johnson & Johnson    | 24-Apr-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                                                     | Against   |
| Johnson & Johnson    | 24-Apr-25    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 4. Submit Severance Agreement to Shareholder Vote                                                    | Against   |
| ENGIE SA             | 24-Apr-25    | France | G          | Director Election - Director Election               | Elect Representative of Employee Shareholders to the Board     | A. Elect Stefano Bassi as Representative of Employee Shareholders to the Board                       | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1A. Elect Director Mark D. Millett                                                                   | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1C. Elect Director Kenneth W. Cornew                                                                 | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1D. Elect Director Traci M. Dolan                                                                    | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1E. Elect Director Jennifer L. Hamann                                                                | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1F. Elect Director Bradley S. Seaman                                                                 | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1G. Elect Director Gabriel L. Shaheen                                                                | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1I. Elect Director Richard P. Teets, Jr.                                                             | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                                              | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                    | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name             | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                                                                         | Vote Cast |
|--------------------------|--------------|-----------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Steel Dynamics, Inc.     | 25-Apr-25    | USA       | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings                                    | 4. Amend Right to Call Special Meeting                                                                                                | Against   |
| Sembcorp Industries Ltd. | 25-Apr-25    | Singapore | G          | Director Election - Director Election               | Elect Director                                                                           | 4. Elect Yap Chee Keong as Director                                                                                                   | Against   |
| Sembcorp Industries Ltd. | 25-Apr-25    | Singapore | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                           | 8. Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration                                                         | Against   |
| Sembcorp Industries Ltd. | 25-Apr-25    | Singapore | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights                                           | Against   |
| Wells Fargo & Company    | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1k. Elect Director Ronald L. Sargent                                                                                                  | Against   |
| Wells Fargo & Company    | 29-Apr-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify KPMG LLP as Auditors                                                                                                        | Against   |
| Wells Fargo & Company    | 29-Apr-25    | USA       | E          | Environmental - Climate                             | Disclosure of Fossil Fuel Financing                                                      | 6. Report Annually on Energy Supply Ratio                                                                                             | Abstain   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.1. Elect Director Mark C. Pigott                                                                                                    | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.3. Elect Director Dame Alison J. Carnwath                                                                                           | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.5. Elect Director Kirk S. Hachigian                                                                                                 | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.9. Elect Director John M. Pigott                                                                                                    | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.12. Elect Director Mark A. Schulz                                                                                                   | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                     | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify Ernst & Young LLP as Auditors                                                                                               | Against   |
| Rexel SA                 | 29-Apr-25    | France    | G          | Director Election - Director Election               | Elect Director                                                                           | 12. Reelect Guillaume Texier as Director                                                                                              | Against   |
| Rexel SA                 | 29-Apr-25    | France    | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights          | 16. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                             | Proposal Text                                                                                                                                   | Vote Cast |
|---------------------------------|--------------|----------------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Rexel SA                        | 29-Apr-25    | France         | G          | Capitalization - Capital Issuance                   | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 19. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18 | Against   |
| VERBUND AG                      | 29-Apr-25    | Austria        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board (Bundled)                                                                 | 4. Approve Discharge of Supervisory Board for Fiscal Year 2024                                                                                  | Against   |
| VERBUND AG                      | 29-Apr-25    | Austria        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                                                                   | 8. Reelect Robert Stajic as Supervisory Board Member                                                                                            | Against   |
| Carlisle Companies Incorporated | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1b. Elect Director D. Christian Koch                                                                                                            | Against   |
| Carlisle Companies Incorporated | 30-Apr-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                               | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1.4. Elect Director Christopher C. Davis                                                                                                        | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1.6. Elect Director Thomas S. Gayner                                                                                                            | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                                  | 3. Ratify Ernst & Young LLP as Auditors                                                                                                         | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | E, S       | E&S Blended - Board Related                         | Establish Environmental/Social Issue Board Committee                                                             | 6. Establish a Board Committee on Improper Influence                                                                                            | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                                                          | 7. Consider Abolishing DEI Goals from Compensation Inducements                                                                                  | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                                                                  | 8. Report on Impacts Related to Associating Brand with Politically Divisive Events                                                              | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                                                          | 9. Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views                                            | Against   |
| Banco BPM SpA                   | 30-Apr-25    | Italy          | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                                      | 3.1. Approve Remuneration Policy                                                                                                                | Against   |
| Unilever Plc                    | 30-Apr-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                                   | 2. Approve Remuneration Report                                                                                                                  | Against   |
| Unilever Plc                    | 30-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                                                                   | 6. Re-elect Adrian Hennah as Director                                                                                                           | Against   |
| Unilever Plc                    | 30-Apr-25    | United Kingdom | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                                  | 12. Reappoint KPMG LLP as Auditors                                                                                                              | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                  | Vote Cast |
|-----------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------|-----------|
| Unilever Plc                      | 30-Apr-25    | United Kingdom | G          | Audit Related - Auditor Related                     | Authorize Board to Fix Remuneration of External Auditor(s)     | 13. Authorise Board to Fix Remuneration of Auditors                            | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Brian P. Anderson                                           | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Bryce Blair                                                 | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Thomas J. Folliard                                          | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Cheryl W. Gris                                              | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Andr  J. Hawaux                                             | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Scott F. Powers                                             | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                        | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | G          | Compensation - Compensation                         | Clawback of Incentive Payments                                 | 4. Amend Clawback Policy                                                       | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA            | E          | Environmental - Climate                             | GHG Emissions                                                  | 5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | Abstain   |
| Kimberly-Clark Corporation        | 01-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Michael D. Hsu                                             | Against   |
| Kimberly-Clark Corporation        | 01-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.12. Elect Director Dunia A. Shive                                            | Against   |
| Kimberly-Clark Corporation        | 01-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Deloitte & Touche LLP as Auditors                                    | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Roland Diggelmann                                          | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Michael A. Kelly                                           | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Thomas P. Salice                                           | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                               | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name            | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                                                                                                                                                                     | Vote Cast |
|-------------------------|--------------|-----------|------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Crown Holdings, Inc.    | 01-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                                                                                                                                                                  | Against   |
| Crown Holdings, Inc.    | 01-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                                                                                                                 | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 5. Elect Dominic Barton as Director                                                                                                                                                                                                               | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 6. Elect Peter Cunningham as Director                                                                                                                                                                                                             | Abstain   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 7. Elect Dean Dalla Valle as Director                                                                                                                                                                                                             | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 8. Elect Simon Henry as Director                                                                                                                                                                                                                  | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 11. Elect Jennifer Nason as Director                                                                                                                                                                                                              | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 13. Elect Jakob Stausholm as Director                                                                                                                                                                                                             | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 14. Elect Ngaire Woods as Director                                                                                                                                                                                                                | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 15. Elect Ben Wyatt as Director                                                                                                                                                                                                                   | Abstain   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                             | 20. Approve Renewal of On-Market Share Buy-Back Authority                                                                                                                                                                                         | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                              | 21. Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review | Abstain   |
| Dover Corporation       | 02-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                                                                                                                                                                  | Against   |
| Dover Corporation       | 02-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                                                                                                                 | Against   |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Warren E. Buffett                                                                                                                                                                                                             | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Gregory E. Abel                                                                                                                                                                                                               | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Howard G. Buffett                                                                                                                                                                                                             | Withhold  |



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                     | Proposal Description                                            | Proposal Text                                                                                      | Vote Cast |
|----------------------------------------------|--------------|--------|------------|---------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------|
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.4. Elect Director Susan A. Buffett                                                               | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.5. Elect Director Stephen B. Burke                                                               | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.6. Elect Director Kenneth I. Chenault                                                            | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.7. Elect Director Christopher C. Davis                                                           | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.8. Elect Director Susan L. Decker                                                                | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.9. Elect Director Charlotte Guyman                                                               | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.10. Elect Director Ajit Jain                                                                     | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.11. Elect Director Thomas S. Murphy, Jr.                                                         | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.12. Elect Director Wallace R. Weitz                                                              | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.13. Elect Director Meryl B. Witmer                                                               | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | E          | Environmental - Climate               | Restrict Spending on Climate Change-Related Analysis or Actions | 2. Report on Costs and Benefits of Voluntary Carbon Reduction Commitments                          | Against   |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | S          | Social - Human Capital Management     | Report on Pay Disparity                                         | 3. Report on Pay Disparity                                                                         | Against   |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | E, S       | E&S Blended - Counter                 | Miscellaneous -- Environmental & Social Counterproposal         | 4. Report on Civil Rights and Non-Discrimination Audit                                             | Against   |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | E, S       | E&S Blended - Counter                 | Miscellaneous -- Environmental & Social Counterproposal         | 5. Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives | Against   |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | E, S       | E&S Blended - Board Related           | Establish Environmental/Social Issue Board Committee            | 6. Designate Board Committee to Oversee DEI Strategy                                               | Against   |
| Eli Lilly and Company                        | 05-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1a. Elect Director Ralph Alvarez                                                                   | Against   |
| Eli Lilly and Company                        | 05-May-25    | USA    | G          | Audit Related - Auditor Related       | Ratify Auditors                                                 | 3. Ratify Ernst & Young LLP as Auditors                                                            | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election | Elect Director                                                  | 1.2. Elect Director Robert "Bob" P. Carlile                                                        | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                        | Vote Cast |
|----------------------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------|-----------|
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director James "Jim" M. DuBois                            | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Mark A. Emmert                                   | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Brandon S. Pedersen                              | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Liane J. Pelletier                               | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Olivia D. Polius                                 | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation    | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                       | Against   |
| Bristol-Myers Squibb Company                 | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1H. Elect Director Derica W. Rice                                    | Against   |
| Bristol-Myers Squibb Company                 | 06-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                          | Against   |
| Bristol-Myers Squibb Company                 | 06-May-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 4. Establish a Board Committee on Corporate Financial Sustainability | Against   |
| Bristol-Myers Squibb Company                 | 06-May-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Consider Abolishing DEI Goals                                     | Against   |
| CF Industries Holdings, Inc.                 | 06-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation    | Against   |
| CF Industries Holdings, Inc.                 | 06-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                       | Against   |
| CF Industries Holdings, Inc.                 | 06-May-25    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 4. Submit Severance Agreement to Shareholder Vote                    | Abstain   |
| Omnicom Group Inc.                           | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director John D. Wren                                      | Against   |
| Omnicom Group Inc.                           | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Mary C. Choksi                                    | Against   |
| Omnicom Group Inc.                           | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Leonard S. Coleman, Jr.                           | Against   |
| Omnicom Group Inc.                           | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Deborah J. Kissire                                | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name             | Meeting Date | Market     | ESG Pillar | Proposal Category                                   | Proposal Description                                                             | Proposal Text                                                                                                              | Vote Cast |
|--------------------------|--------------|------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-----------|
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1i. Elect Director Linda Johnson Rice                                                                                      | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1k. Elect Director Valerie M. Williams                                                                                     | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                          | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 3. Ratify KPMG LLP as Auditors                                                                                             | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                               | 5. Approve Discharge of Directors                                                                                          | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                                        | 6. Elect Directors (Bundled)                                                                                               | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 8. Approve Remuneration Report                                                                                             | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                               | 10. Approve Share Repurchase                                                                                               | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 2. Approve Renewal of Authorized Share Capital and Related Authorizations and Waivers                                      | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Company Articles - Article Amendments               | Amend Articles/Charter to Reflect Changes in Capital                             | 3. Amend Articles to Reflect Changes in Capital                                                                            | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.3. Elect Director Christie J.B. Clark                                                                                    | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.5. Elect Director William A. Downe                                                                                       | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.6. Elect Director Janice Fukakusa                                                                                        | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.12. Elect Director Galen G. Weston                                                                                       | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Related - Board Related                    | Company-Specific Board-Related                                                   | 4. SP 1: Approve Policy Mandating Independent Directors Select Independent Lead Director With Authority Over Board Agendas | Against   |
| NVR, Inc.                | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1a. Elect Director Paul C. Saville                                                                                         | Against   |
| NVR, Inc.                | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1b. Elect Director C. E. Andrews                                                                                           | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|----------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Alfred E. Festa                                | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Mel Martinez                                   | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director David A. Preiser                               | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director W. Grady Rosier                                | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Susan Williamson Ross                          | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Rebecca Jacoby                                | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Ian Paul Livingston                           | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Maria R. Morris                               | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Cheryl K. Beebe                               | Against   |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Karen E. Gowland                              | Against   |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Mark W. Kowlzan                               | Against   |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Robert C. Lyons                               | Against   |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Samuel M. Mencoff                             | Against   |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Roger B. Porter                               | Against   |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.9. Elect Director Thomas S. Souleles                            | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                     | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                    | Proposal Text                                                                                                                                                                                                                                  | Vote Cast |
|----------------------------------|--------------|----------------|------------|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Packaging Corporation of America | 07-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                          | 1.10. Elect Director Paul T. Stecko                                                                                                                                                                                                            | Against   |
| Packaging Corporation of America | 07-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                         | 2. Ratify KPMG LLP as Auditors                                                                                                                                                                                                                 | Against   |
| Packaging Corporation of America | 07-May-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                          | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                                                                                                              | Against   |
| Gilead Sciences, Inc.            | 07-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                         | 2. Ratify Ernst & Young LLP as Auditors                                                                                                                                                                                                        | Against   |
| Gilead Sciences, Inc.            | 07-May-25    | USA            | S          | Social - Human Capital Management                   | Report on Pay Disparity                                                                                 | 4. Report on Pay Disparity                                                                                                                                                                                                                     | Against   |
| Gilead Sciences, Inc.            | 07-May-25    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                                                 | 7. Report on the Risks of DEI Practices for Contractors                                                                                                                                                                                        | Against   |
| Mercedes-Benz Group AG           | 07-May-25    | Germany        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                                                          | 7.4. Elect Olaf Koch to the Supervisory Board                                                                                                                                                                                                  | Against   |
| Mercedes-Benz Group AG           | 07-May-25    | Germany        | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 10. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 500 Million Pool of Capital to Guarantee Conversion Rights | Against   |
| Mercedes-Benz Group AG           | 07-May-25    | Germany        | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                             | 12. Approve Management Board Remuneration Policy                                                                                                                                                                                               | Abstain   |
| Mercedes-Benz Group AG           | 07-May-25    | Germany        | G          | Routine Business - Routine Business                 | Allow Shareholder Meetings to be Held in Virtual-Only Format                                            | 14. Approve Virtual-Only Shareholder Meetings Until 2027                                                                                                                                                                                       | Against   |
| Mercedes-Benz Group AG           | 07-May-25    | Germany        | G          | Routine Business - Routine Business                 | Other Business                                                                                          | 15. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM                                                                           | Abstain   |
| Arch Capital Group Ltd.          | 07-May-25    | Bermuda        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                          | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                                                                                                              | Against   |
| Arch Capital Group Ltd.          | 07-May-25    | Bermuda        | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                         | 3. Ratify PricewaterhouseCoopers LLP as Auditors                                                                                                                                                                                               | Against   |
| Arch Capital Group Ltd.          | 07-May-25    | Bermuda        | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO                                                                                           | 5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts                                                                                                                                                                         | Against   |
| Centrica Plc                     | 08-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                          | 2. Approve Remuneration Report                                                                                                                                                                                                                 | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                     | Proposal Text                                                                                 | Vote Cast |
|--------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------|
| Centrica Plc | 08-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                              | 3. Approve Remuneration Policy                                                                | Against   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.1. Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2024          | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.2. Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2024          | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.3. Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2024           | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.5. Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2024       | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.6. Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2024      | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.7. Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2024 | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.9. Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2024     | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.11. Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2024        | Abstain   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                     | Proposal Text                                                                              | Vote Cast |
|-----------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------|
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.12. Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2024      | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.13. Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2024 | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.14. Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2024       | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.15. Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2024      | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.16. Approve Discharge of Supervisory Board Member Matthias Rickel for Fiscal Year 2024   | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.17. Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2024     | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.18. Approve Discharge of Supervisory Board Member Patrick Seidel for Fiscal Year 2024    | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.19. Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2024   | Abstain   |
| InterContinental Hotels Group Plc | 08-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                              | 2. Approve Remuneration Policy                                                             | Against   |
| InterContinental Hotels Group Plc | 08-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                           | 3. Approve Remuneration Report                                                             | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                                    | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                                                                                         | Vote Cast |
|-------------------------------------------------|--------------|--------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain  | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                                       | 1.4. Approve Discharge of Board                                                                                                                       | Against   |
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain  | G          | Director Election - Director Election               | Elect Director                                                                           | 2.1. Ratify Appointment of and Elect Isidro Faine Casas as Director                                                                                   | Against   |
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain  | G          | Director Election - Director Election               | Elect Director                                                                           | 2.2. Reelect Carmen Fernandez Rozado as Director                                                                                                      | Against   |
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                              | 3.2. Approve Remuneration Policy                                                                                                                      | Against   |
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain  | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent | Against   |
| C.H. Robinson Worldwide, Inc.                   | 08-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                           | 1e. Elect Director Mary J. Steele Guilfoile                                                                                                           | Against   |
| C.H. Robinson Worldwide, Inc.                   | 08-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify Deloitte & Touche LLP as Auditors                                                                                                           | Against   |
| C.H. Robinson Worldwide, Inc.                   | 08-May-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                                                 | 4. Amend Omnibus Stock Plan                                                                                                                           | Against   |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada | G          | Director Election - Director Election               | Elect Director                                                                           | 1.6. Elect Director Ginette Maille                                                                                                                    | Withhold  |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada | G          | Director Election - Director Election               | Elect Director                                                                           | 1.7. Elect Director Jacques Martin                                                                                                                    | Withhold  |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify Deloitte LLP as Auditors                                                                                                                    | Withhold  |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada | E          | Environmental - Climate                             | Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan                    | 4. SP 1: Advisory Vote on Environmental Policies                                                                                                      | Against   |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada | G          | Director Related - Board Related                    | Company-Specific Board-Related                                                           | 5. SP 2: Account for Environmental and Climate Change Expertise in Directors' Skills Matrix                                                           | Against   |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada | G          | Director Related - Board Related                    | Company-Specific Board-Related                                                           | 6. SP 3: Disclosure of Language Fluency of Employees                                                                                                  | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director William H.L. Burnside                                                                                                              | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director Thomas C. Freyman                                                                                                                  | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                           | 1c. Elect Director Brett J. Hart                                                                                                                      | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                           | 1d. Elect Director Edward J. Rapp                                                                                                                     | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name               | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                             | Proposal Text                                                                       | Vote Cast |
|----------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------|
| AbbVie Inc.                | 09-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 2. Ratify Ernst & Young LLP as Auditors                                             | Against   |
| Colgate-Palmolive Company  | 09-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                   | 1b. Elect Director John T. Cahill                                                   | Against   |
| Colgate-Palmolive Company  | 09-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                    | Against   |
| Colgate-Palmolive Company  | 09-May-25    | USA            | G          | Director Related - Board Related                    | Require Independent Board Chair                                                  | 4. Require Independent Board Chair                                                  | Against   |
| Colgate-Palmolive Company  | 09-May-25    | USA            | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                          | 5. Revisit Plastic Packaging Policies                                               | Against   |
| Royalty Pharma Plc         | 12-May-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                                   | 6a. Elect Director Pablo Legorreta                                                  | Against   |
| Royalty Pharma Plc         | 12-May-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                                   | 6i. Elect Director Gregory Norden                                                   | Against   |
| Royalty Pharma Plc         | 12-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                      | 10. Approve Remuneration Policy                                                     | Against   |
| Royalty Pharma Plc         | 12-May-25    | United Kingdom | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 15. Authorize Issue of Equity without Pre-emptive Rights                            | Against   |
| Manhattan Associates, Inc. | 13-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                   | 1a. Elect Director Thomas E. Noonan                                                 | Against   |
| Manhattan Associates, Inc. | 13-May-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Manhattan Associates, Inc. | 13-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 3. Ratify Ernst & Young LLP as Auditors                                             | Against   |
| Centene Corporation        | 13-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                   | 1f. Elect Director Frederick H. Eppinger                                            | Against   |
| Centene Corporation        | 13-May-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Centene Corporation        | 13-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 3. Ratify KPMG LLP as Auditors                                                      | Against   |
| Centene Corporation        | 13-May-25    | USA            | E          | Environmental - Climate                             | GHG Emissions                                                                    | 5. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal | Abstain   |
| Centene Corporation        | 13-May-25    | USA            | E          | Environmental - Climate                             | Report on Climate Change                                                         | 6. Report on Climate Risk in Retirement Plan Options                                | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                   | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                     | Vote Cast |
|--------------------------------|--------------|---------|------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------|
| Hilton Worldwide Holdings Inc. | 14-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                                           | Against   |
| Hilton Worldwide Holdings Inc. | 14-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| Credit Agricole SA             | 14-May-25    | France  | G          | Director Election - Director Election               | Elect Director                                                 | 10. Reelect Dominique Lefebvre as Director                                                        | Against   |
| Credit Agricole SA             | 14-May-25    | France  | G          | Director Election - Director Election               | Elect Director                                                 | 12. Reelect Jean-Pierre Gaillard as Director                                                      | Against   |
| Credit Agricole SA             | 14-May-25    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 16. Approve Remuneration Policy of Philippe Brassac, CEO from January 1, 2025 to May 14, 2025     | Against   |
| Credit Agricole SA             | 14-May-25    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 17. Approve Remuneration Policy of Olivier Gavalda, CEO from May 14, 2025 to December 31, 2025    | Against   |
| Credit Agricole SA             | 14-May-25    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 18. Approve Remuneration Policy of Olivier Gavalda, Vice-CEO from January 1, 2025 to May 14, 2025 | Against   |
| Credit Agricole SA             | 14-May-25    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 19. Approve Remuneration Policy of Jérôme Grivet, Vice-CEO                                        | Against   |
| Credit Agricole SA             | 14-May-25    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 20. Approve Remuneration Policy of Xavier Musca, Vice-CEO from January 1, 2025 until May 14, 2025 | Against   |
| Credit Agricole SA             | 14-May-25    | France  | S, G       | Compensation - Compensation                         | Company-Specific-Compensation-Related                          | A. Amending Items 31 and 32 of Current Meeting to Apply a Discount on Shares                      | Against   |
| Everest Group, Ltd.            | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director John J. Amore                                                                 | Against   |
| Everest Group, Ltd.            | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director William F. Galtney Jr.                                                        | Against   |
| Everest Group, Ltd.            | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director John A. Graf                                                                  | Against   |
| Everest Group, Ltd.            | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Meryl Hartzband                                                               | Against   |
| Everest Group, Ltd.            | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Gerri Losquadro                                                               | Against   |
| Everest Group, Ltd.            | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Hazel McNeillage                                                              | Against   |
| Everest Group, Ltd.            | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Roger M. Singer                                                               | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                       | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|------------------------------------|--------------|---------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director James (Jimmy) Dunne, III                       | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Linda A. Mills                                 | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Diana M. Murphy                                | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Juan Perez                                     | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Pamela Daley                                   | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Laurence D. Fink                               | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director William E. Ford                                | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 4. Report on Risks of Stakeholder Capitalism                      | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Director Related - Board Related                    | Require More Director Nominations Than Open Seats              | 5. Require More Director Nominations Than Open Seats              | Against   |
| Martin Marietta Materials, Inc.    | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director C. Howard Nye                                 | Against   |
| Cheniere Energy, Inc.              | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director G. Andrea Botta                                | Against   |
| Cheniere Energy, Inc.              | 15-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Cheniere Energy, Inc.              | 15-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                    | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name               | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                                                           | Vote Cast |
|----------------------------|--------------|---------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-----------|
| Otis Worldwide Corporation | 15-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                       | Against   |
| Keyera Corp.               | 15-May-25    | Canada  | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director Jim Bertram                                                                                          | Withhold  |
| Keyera Corp.               | 15-May-25    | Canada  | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                           | 2. Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration                                       | Withhold  |
| adidas AG                  | 15-May-25    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member                                                           | 6. Elect Thomas Rabe to the Supervisory Board                                                                           | Against   |
| adidas AG                  | 15-May-25    | Germany | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8. Approve Creation of EUR 20 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights | Against   |
| adidas AG                  | 15-May-25    | Germany | G          | Routine Business - Routine Business                 | Allow Shareholder Meetings to be Held in Virtual-Only Format                             | 9. Approve Virtual-Only Shareholder Meetings Until 2027                                                                 | Abstain   |
| Consolidated Edison, Inc.  | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director Timothy P. Cawley                                                                                    | Against   |
| Consolidated Edison, Inc.  | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director John F. Killian                                                                                      | Against   |
| Consolidated Edison, Inc.  | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1e. Elect Director William J. Mulrow                                                                                    | Against   |
| Consolidated Edison, Inc.  | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1f. Elect Director Michael W. Ranger                                                                                    | Against   |
| Consolidated Edison, Inc.  | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1i. Elect Director L. Frederick Sutherland                                                                              | Against   |
| Consolidated Edison, Inc.  | 19-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                                        | Against   |
| Baker Hughes Company       | 20-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1.9. Elect Director Lorenzo Simonelli                                                                                   | Against   |
| Baker Hughes Company       | 20-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                       | Against   |
| Verisk Analytics, Inc.     | 20-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director Bruce Hansen                                                                                         | Against   |
| Verisk Analytics, Inc.     | 20-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1e. Elect Director Samuel G. Liss                                                                                       | Against   |
| Verisk Analytics, Inc.     | 20-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1k. Elect Director Therese M. Vaughan                                                                                   | Against   |
| Verisk Analytics, Inc.     | 20-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify Deloitte & Touche LLP as Auditors                                                                             | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                         | Vote Cast |
|------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------|
| BioMarin Pharmaceutical Inc. | 20-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                                                        | Against   |
| BioMarin Pharmaceutical Inc. | 20-May-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                                                           | Against   |
| JPMorgan Chase & Co.         | 20-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Stephen B. Burke                                                                   | Against   |
| JPMorgan Chase & Co.         | 20-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director James Dimon                                                                        | Against   |
| JPMorgan Chase & Co.         | 20-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                                                      | Against   |
| JPMorgan Chase & Co.         | 20-May-25    | USA    | E, S       | Environmental - Climate                             | Report on "Just Transition"                                    | 5. Report on Social Impacts of Climate Transition Finance                                             | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Jeffrey P. Bezos                                                                   | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Edith W. Cooper                                                                    | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Jamie S. Gorelick                                                                  | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Jonathan J. Rubinstein                                                             | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director Patricia Q. Stonesifer                                                             | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                                               | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                     | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | E          | Environmental - Climate                             | GHG Emissions                                                  | 6. Disclose All Material Scope 3 Emissions                                                            | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | S          | Social - Human Rights                               | Human Rights Risk Assessment                                   | 8. Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI                   | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 11. Report on Unethical Use of External Data in Development of AI Products                            | Against   |
| CBRE Group, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Guy A. Metcalfe                                                                    | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                             | Proposal Text                                                                                                                                      | Vote Cast |
|----------------------|--------------|--------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| CBRE Group, Inc.     | 21-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                                  | 2. Ratify KPMG LLP as Auditors                                                                                                                     | Against   |
| CBRE Group, Inc.     | 21-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                  | Against   |
| Ipsen SA             | 21-May-25    | France | G          | Director Election - Director Election               | Elect Director                                                                                                   | 6. Reelect Antoine Flochel as Director                                                                                                             | Against   |
| Ipsen SA             | 21-May-25    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                                      | 12. Approve Remuneration Policy of CEO and Executive Corporate Officers                                                                            | Against   |
| Ipsen SA             | 21-May-25    | France | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                                 | 21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital                    | Against   |
| Ipsen SA             | 21-May-25    | France | G          | Capitalization - Capital Structure - Placement      | Approve Issuance of Shares for a Private Placement                                                               | 22. Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement                                                        | Against   |
| Ipsen SA             | 21-May-25    | France | G          | Capitalization - Capital Issuance                   | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22 | Against   |
| Ipsen SA             | 21-May-25    | France | G          | Compensation - Equity Compensation Plan             | Approve Executive Share Option Plan                                                                              | 26. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans                                                                      | Against   |
| Pinterest, Inc.      | 22-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1b. Elect Director Bill Ready                                                                                                                      | Against   |
| Pinterest, Inc.      | 22-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1c. Elect Director Benjamin W. Silbermann                                                                                                          | Against   |
| Pinterest, Inc.      | 22-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1d. Elect Director Salaam Coleman Smith                                                                                                            | Against   |
| Pinterest, Inc.      | 22-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                  | Against   |
| Pinterest, Inc.      | 22-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                                  | 3. Ratify Ernst & Young LLP as Auditors                                                                                                            | Against   |
| Pinterest, Inc.      | 22-May-25    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors                                | 4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers                                                                   | Against   |
| The Home Depot, Inc. | 22-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1e. Elect Director J. Frank Brown                                                                                                                  | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name              | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                               | Vote Cast |
|---------------------------|--------------|-----------|------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------|-----------|
| The Home Depot, Inc.      | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Edward P. Decker                                                         | Against   |
| The Home Depot, Inc.      | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Wayne M. Hewett                                                          | Against   |
| The Home Depot, Inc.      | 22-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                                              | Against   |
| VeriSign, Inc.            | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director D. James Bidzos                                                         | Against   |
| VeriSign, Inc.            | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Timothy Tomlinson                                                       | Against   |
| VeriSign, Inc.            | 22-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                                              | Against   |
| VeriSign, Inc.            | 22-May-25    | USA       | G          | Corporate Governance - Shareholder Rights           | Provide Right to Act by Written Consent                        | 5. Provide Right to Act by Written Consent                                                  | Against   |
| Lennox International Inc. | 22-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| DuPont de Nemours, Inc.   | 22-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| AIA Group Limited         | 23-May-25    | Hong Kong | G          | Director Election - Director Election               | Elect Director                                                 | 3. Elect George Yong-boon Yeo as Director                                                   | Against   |
| AIA Group Limited         | 23-May-25    | Hong Kong | G          | Director Election - Director Election               | Elect Director                                                 | 5. Elect Narongchai Akrasanee as Director                                                   | Against   |
| AIA Group Limited         | 23-May-25    | Hong Kong | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration | 6. Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Against   |
| Amgen Inc.                | 23-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Robert A. Bradway                                                        | Against   |
| Amgen Inc.                | 23-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Robert A. Eckert                                                         | Against   |
| Amgen Inc.                | 23-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                                     | Against   |
| Howmet Aerospace Inc.     | 28-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director John C. Plant                                                            | Against   |
| Howmet Aerospace Inc.     | 28-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                            | Against   |
| Meta Platforms, Inc.      | 28-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Peggy Alford                                                            | Withhold  |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name          | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                     | Vote Cast |
|-----------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------|
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Marc L. Andreessen                                            | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director John Arnold                                                   | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director John Elkann                                                   | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Andrew W. Houston                                             | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Nancy Killefer                                                | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Robert M. Kimmitt                                             | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.11. Elect Director Hock E. Tan                                                  | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.12. Elect Director Tracey T. Travis                                             | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.14. Elect Director Tony Xu                                                      | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.15. Elect Director Mark Zuckerberg                                              | Withhold  |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                           | Against   |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan                                                     | Against   |
| Meta Platforms, Inc.  | 28-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| Meta Platforms, Inc.  | 28-May-25    | USA    | E          | Environmental - Climate                             | GHG Emissions                                                  | 12. Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity | Against   |
| Meta Platforms, Inc.  | 28-May-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 13. Report on Investing in Bitcoin                                                | Against   |
| Arista Networks, Inc. | 30-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Charles Giancarlo                                             | Withhold  |
| Arista Networks, Inc. | 30-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Daniel Scheinman                                              | Withhold  |
| Arista Networks, Inc. | 30-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Yvonne Wassenaar                                              | Withhold  |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|--------------------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Arista Networks, Inc.                      | 30-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Arista Networks, Inc.                      | 30-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Cognizant Technology Solutions Corporation | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Leo S. Mackay, Jr.                             | Against   |
| Cognizant Technology Solutions Corporation | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1m. Elect Director Sandra S. Wijnberg                             | Against   |
| Cognizant Technology Solutions Corporation | 03-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| Cognizant Technology Solutions Corporation | 03-Jun-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 4. Amend Right to Call Special Meeting                            | Against   |
| Expedia Group, Inc.                        | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Barry Diller                                   | Withhold  |
| Expedia Group, Inc.                        | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Dara Khosrowshahi                              | Withhold  |
| Expedia Group, Inc.                        | 03-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Expedia Group, Inc.                        | 03-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Booking Holdings Inc.                      | 03-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Booking Holdings Inc.                      | 03-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| General Motors Company                     | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Mary T. Barra                                  | Against   |
| General Motors Company                     | 03-Jun-25    | USA    | E          | Environmental - Climate                             | GHG Emissions                                                  | 5. Report on Supply Chain GHG Emissions Reduction Strategies      | Against   |
| GoDaddy Inc.                               | 04-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Herald Chen                                    | Against   |
| GoDaddy Inc.                               | 04-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Mark Garrett                                   | Against   |
| GoDaddy Inc.                               | 04-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| GoDaddy Inc.                               | 04-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|-----------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Joseph Gebbia                                 | Withhold  |
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Jeffrey Jordan                                | Withhold  |
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Alexander Karp                                | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Stephen Cohen                                 | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Peter Thiel                                   | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Alexander Moore                               | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Alexandra Schiff                              | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                           | Against   |
| PayPal Holdings, Inc.       | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Enrique J. Lores                               | Against   |
| PayPal Holdings, Inc.       | 05-Jun-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                       | Against   |
| PayPal Holdings, Inc.       | 05-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| PayPal Holdings, Inc.       | 05-Jun-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Report on Discrimination in Charitable Contributions           | Against   |
| Walmart Inc.                | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Timothy P. Flynn                               | Against   |
| Walmart Inc.                | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Carla A. Harris                                | Against   |
| Walmart Inc.                | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director Gregory B. Penner                              | Against   |
| Walmart Inc.                | 05-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                           | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name           | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                                                            | Vote Cast |
|------------------------|--------------|---------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------|
| Walmart Inc.           | 05-Jun-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                        | Against   |
| Walmart Inc.           | 05-Jun-25    | USA     | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                                  | 7. Revisit Plastic Packaging Policies                                                                                    | Against   |
| Walmart Inc.           | 05-Jun-25    | USA     | S          | Social - Diversity, Equity, & Inclusion             | Racial Equity and/or Civil Rights Audit                                                  | 8. Conduct and Report a Third-Party Racial Equity Audit                                                                  | Abstain   |
| Walmart Inc.           | 05-Jun-25    | USA     | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                                  | 9. Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives                                       | Against   |
| Walmart Inc.           | 05-Jun-25    | USA     | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                                  | 11. Report on Risks of Discriminating Based on Religious and Political Views                                             | Against   |
| EMCOR Group, Inc.      | 05-Jun-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify Ernst & Young LLP as Auditors                                                                                  | Against   |
| Scout24 SE             | 05-Jun-25    | Germany | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 6. Approve Remuneration Report                                                                                           | Against   |
| Scout24 SE             | 05-Jun-25    | Germany | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10a. Approve Creation of EUR 15 Million Pool of Authorized Capital 2025/1 with or without Exclusion of Preemptive Rights | Abstain   |
| Scout24 SE             | 05-Jun-25    | Germany | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights          | 10b. Approve Creation of EUR 7.5 Million Pool of Authorized Capital 2025/2 with Preemptive Rights                        | Abstain   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Director Election - Director Election               | Elect Director                                                                           | 1j. Elect Director David S. Regnery                                                                                      | Against   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Director Election - Director Election               | Elect Director                                                                           | 1l. Elect Director John P. Surma                                                                                         | Against   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                           | 3. Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration                                        | Against   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4. Authorize Issue of Equity                                                                                             | Against   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights         | 5. Authorize Issue of Equity without Pre-emptive Rights                                                                  | Against   |
| Netflix, Inc.          | 05-Jun-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director Richard N. Barton                                                                                     | Against   |
| Netflix, Inc.          | 05-Jun-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1c. Elect Director Reed Hastings                                                                                         | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                                    | Vote Cast |
|---------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-----------|
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Jay C. Hoag                                                                                   | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Leslie Kilgore                                                                                | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Strive Masiyiwa                                                                               | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Ann Mather                                                                                    | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Susan E. Rice                                                                                 | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director Bradford L. Smith                                                                             | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                                                          | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | E          | Environmental - Climate                             | GHG Emissions                                                  | 4. Issue a Climate Transition Plan                                                                               | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO                                                  | 6. Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 7. Report on Discrimination Risks of Affirmative Action Initiatives                                              | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 8. Report on Discrimination in Charitable Giving                                                                 | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Larry Page                                                                                    | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Sergey Brin                                                                                   | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Sundar Pichai                                                                                 | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director John L. Hennessy                                                                              | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Frances H. Arnold                                                                             | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director L. John Doerr                                                                                 | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                        | Vote Cast |
|------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------|
| Alphabet Inc.                | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director K. Ram Shriram                                                    | Against   |
| Alphabet Inc.                | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director Robin L. Washington                                               | Against   |
| Alphabet Inc.                | 06-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                              | Against   |
| Alphabet Inc.                | 06-Jun-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Provide Right to Act by Written Consent                        | 3. Provide Right to Act by Written Consent                                           | Against   |
| Alphabet Inc.                | 06-Jun-25    | USA    | G          | Compensation - Compensation                         | Adjust Executive Compensation Metrics for Share Buybacks       | 4. Adjust Executive Compensation Metrics for Share Buybacks                          | Against   |
| Alphabet Inc.                | 06-Jun-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 5. Report on Discrimination in Charitable Contributions                              | Against   |
| Alphabet Inc.                | 06-Jun-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 6. Consider Ending Participation in Human Rights Campaign's Corporate Equality Index | Against   |
| Alphabet Inc.                | 06-Jun-25    | USA    | E          | Environmental - Climate                             | GHG Emissions                                                  | 7. Report on Meeting 2030 Climate Goals                                              | Against   |
| Alphabet Inc.                | 06-Jun-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal        | 10. Report on Risks of Discrimination in GenAI                                       | Against   |
| Twilio Inc.                  | 10-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                                       | Against   |
| Twilio Inc.                  | 10-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Chipotle Mexican Grill, Inc. | 11-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Chipotle Mexican Grill, Inc. | 11-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                              | Against   |
| Roku, Inc.                   | 11-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Ray Rothrock                                                      | Withhold  |
| Roku, Inc.                   | 11-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                    | Against   |
| Roku, Inc.                   | 11-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify Deloitte & Touche LLP as Auditors                                          | Against   |
| Williams-Sonoma, Inc.        | 11-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director William Ready                                                    | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                               | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|-----------------------------------|--------------|----------------|------------|-----------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Williams-Sonoma, Inc.             | 11-Jun-25    | USA            | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Williams-Sonoma, Inc.             | 11-Jun-25    | USA            | G          | Audit Related - Auditor Related                                 | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| Fidelity National Financial, Inc. | 11-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1.2. Elect Director Daniel D. (Ron) Lane                          | Withhold  |
| Fidelity National Financial, Inc. | 11-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1.3. Elect Director Cary H. Thompson                              | Withhold  |
| Fidelity National Financial, Inc. | 11-Jun-25    | USA            | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Change Jurisdiction of Incorporation [ ]                       | 2. Change State of Incorporation from Delaware to Nevada          | Against   |
| Fidelity National Financial, Inc. | 11-Jun-25    | USA            | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Toyota Motor Corp.                | 12-Jun-25    | Japan          | G          | Director Election - Director Election                           | Elect Director                                                 | 2.1. Elect Director Toyoda, Akio                                  | Against   |
| Tesco Plc                         | 12-Jun-25    | United Kingdom | G          | Director Election - Director Election                           | Elect Director                                                 | 5. Elect Chris Kennedy as Director                                | Against   |
| Toast, Inc.                       | 13-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1a. Elect Director Paul Bell                                      | Withhold  |
| Toast, Inc.                       | 13-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1b. Elect Director Hilarie Koplow-McAdams                         | Withhold  |
| Toast, Inc.                       | 13-Jun-25    | USA            | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Synchrony Financial               | 17-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1h. Elect Director Jeffrey G. Naylor                              | Against   |
| Synchrony Financial               | 17-Jun-25    | USA            | G          | Audit Related - Auditor Related                                 | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| MetLife, Inc.                     | 17-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1b. Elect Director Carla A. Harris                                | Against   |
| MetLife, Inc.                     | 17-Jun-25    | USA            | G          | Audit Related - Auditor Related                                 | Ratify Auditors                                                | 2. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| Trimble Inc.                      | 17-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1.2. Elect Director Borje Ekholm                                  | Withhold  |
| Trimble Inc.                      | 17-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1.7. Elect Director Mark S. Peek                                  | Withhold  |
| Veeva Systems Inc.                | 18-Jun-25    | USA            | G          | Director Election - Director Election                           | Elect Director                                                 | 1b. Elect Director Mark Carges                                    | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|--------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Veeva Systems Inc. | 18-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Priscilla Hung                                 | Against   |
| Veeva Systems Inc. | 18-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Gordon Ritter                                  | Against   |
| Veeva Systems Inc. | 18-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Paul Sekhri                                    | Against   |
| Veeva Systems Inc. | 18-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| KDDI Corp.         | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.1. Elect Director Takahashi, Makoto                             | Against   |
| KDDI Corp.         | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.2. Elect Director Matsuda, Hiromichi                            | Against   |
| KDDI Corp.         | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.3. Elect Director Kuwahara, Yasuaki                             | Against   |
| KDDI Corp.         | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.4. Elect Director Saishoji, Nanae                               | Against   |
| KDDI Corp.         | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.5. Elect Director Takezawa, Hiroshi                             | Against   |
| KDDI Corp.         | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.6. Elect Director Katsuki, Tomohiko                             | Against   |
| KDDI Corp.         | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.7. Elect Director Yamaguchi, Goro                               | Against   |
| KDDI Corp.         | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.8. Elect Director Yamamoto, Keiji                               | Against   |
| Autodesk, Inc.     | 18-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director John T. Cahill                                 | Against   |
| Autodesk, Inc.     | 18-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director Stacy J. Smith                                 | Against   |
| Autodesk, Inc.     | 18-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Autodesk, Inc.     | 18-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Autodesk, Inc.     | 18-Jun-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Bureau Veritas SA  | 19-Jun-25    | France | G          | Director Election - Director Election               | Elect Director                                                 | 5. Reelect Laurent Mignon as Director                             | Against   |
| Bureau Veritas SA  | 19-Jun-25    | France | G          | Director Election - Director Election               | Elect Director                                                 | 8. Reelect Jérôme Michiels as Director                            | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                        | Proposal Description | Proposal Text                             | Vote Cast |
|-----------------------------|--------------|--------|------------|------------------------------------------|----------------------|-------------------------------------------|-----------|
| Ajinomoto Co., Inc.         | 20-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.11. Elect Director Matsuzawa, Takumi    | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.1. Elect Director Takasaki, Hideo       | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.2. Elect Director Miki, Yosuke          | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.3. Elect Director Iseyama, Yasuhiro     | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.4. Elect Director Owaki, Yasuhito       | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.5. Elect Director Akagi, Tatsuya        | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.6. Elect Director Furuse, Yoichiro      | Against   |
| Daiichi Sankyo Co., Ltd.    | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.1. Elect Director Manabe, Sunao         | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.1. Elect Director Komiya, Satoru        | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.2. Elect Director Okada, Kenji          | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.3. Elect Director Yamamoto, Kichiichiro | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.4. Elect Director Fujita, Keiko         | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.5. Elect Director Shirota, Hiroaki      | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.8. Elect Director Katanozaka, Shinya    | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.10. Elect Director Shindo, Kosei        | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election -<br>Director Election | Elect Director       | 2.13. Elect Director Koike, Masahiro      | Against   |
| Mastercard Incorporated     | 24-Jun-25    | USA    | G          | Director Election -<br>Director Election | Elect Director       | 1a. Elect Director Merit E. Janow         | Against   |
| Mastercard Incorporated     | 24-Jun-25    | USA    | G          | Director Election -<br>Director Election | Elect Director       | 1d. Elect Director Julius Genachowski     | Against   |
| Mastercard Incorporated     | 24-Jun-25    | USA    | G          | Director Election -<br>Director Election | Elect Director       | 1e. Elect Director Choon Phong Goh        | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                                              | Proposal Text                                                                                                  | Vote Cast |
|------------------------------|--------------|--------|------------|-----------------------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------|
| Mastercard Incorporated      | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1f. Elect Director Oki Matsumoto                                                                               | Against   |
| Mastercard Incorporated      | 24-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                   | 3. Ratify PricewaterhouseCoopers LLP as Auditors                                                               | Against   |
| Mastercard Incorporated      | 24-Jun-25    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Racial Equity and/or Civil Rights Audit                                           | 7. Oversee and Report on a Racial Equity Audit                                                                 | Against   |
| Mastercard Incorporated      | 24-Jun-25    | USA    | E, S       | E&S Blended - Counter                               | Miscellaneous -- Environmental & Social Counterproposal                           | 8. Report on Discrimination Risks of Affirmative Action Initiatives                                            | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1b. Elect Director L. John Doerr                                                                               | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1c. Elect Director Andy Fang                                                                                   | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1d. Elect Director Diego Piacentini                                                                            | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                              | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation | Against   |
| Mizuho Financial Group, Inc. | 24-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 1.1. Elect Director Kobayashi, Yoshimitsu                                                                      | Against   |
| Mizuho Financial Group, Inc. | 24-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 1.9. Elect Director Imai, Seiji                                                                                | Against   |
| Mizuho Financial Group, Inc. | 24-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 1.11. Elect Director Kihara, Masahiro                                                                          | Against   |
| Mizuho Financial Group, Inc. | 24-Jun-25    | Japan  | E          | Environmental - Climate                             | Report on Climate Change                                                          | 3. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans                   | Against   |
| NVIDIA Corporation           | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1a. Elect Director Robert K. Burgess                                                                           | Against   |
| NVIDIA Corporation           | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1b. Elect Director Tench Coxe                                                                                  | Against   |
| NVIDIA Corporation           | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1f. Elect Director Dawn Hudson                                                                                 | Against   |
| NVIDIA Corporation           | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1g. Elect Director Harvey C. Jones                                                                             | Against   |
| NVIDIA Corporation           | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1i. Elect Director Stephen C. Neal                                                                             | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                     | Vote Cast |
|--------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------|
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director A. Brooke Seawell                                              | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1m. Elect Director Mark A. Stevens                                                | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                 | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                                  | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 5. Amend Right to Call Special Meeting                                            | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 6. Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | S          | Social - Diversity, Equity, & Inclusion             | Report on EEO                                                  | 7. Enhance Workforce Data Reporting                                               | Against   |
| Hitachi Ltd.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Ihara, Katsumi                                                | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Goto, Munetoshi                                               | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.2. Elect Director Kaneko, Tetsuhisa                                             | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.3. Elect Director Tsuchiya, Takashi                                             | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.4. Elect Director Yoshida, Masaki                                               | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.5. Elect Director Omote, Takashi                                                | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.6. Elect Director Otsu, Yukihiro                                                | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.7. Elect Director Inuzuka, Yoshihisa                                            | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.8. Elect Director Kawase, Hideyuki                                              | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.1. Elect Director and Audit Committee Member Tsuzuki, Koji                      | Against   |
| Subaru Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Osaki, Atsushi                                                | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                            | Meeting Date | Market | ESG Pillar | Proposal Category                                         | Proposal Description                                                                          | Proposal Text                                                        | Vote Cast |
|-----------------------------------------|--------------|--------|------------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------|
| Subaru Corp.                            | 25-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.2. Elect Director Hayata, Fumiaki                                  | Against   |
| Subaru Corp.                            | 25-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.3. Elect Director Nakamura, Tomomi                                 | Against   |
| Subaru Corp.                            | 25-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.4. Elect Director Fujinuki, Tetsuo                                 | Against   |
| Subaru Corp.                            | 25-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.5. Elect Director Toda, Shinsuke                                   | Against   |
| Dell Technologies Inc.                  | 26-Jun-25    | USA    | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 1.1. Elect Director Michael S. Dell                                  | Withhold  |
| Dell Technologies Inc.                  | 26-Jun-25    | USA    | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 1.2. Elect Director David W. Dorman                                  | Withhold  |
| Dell Technologies Inc.                  | 26-Jun-25    | USA    | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 1.6. Elect Director Ellen J. Kullman                                 | Withhold  |
| Dell Technologies Inc.                  | 26-Jun-25    | USA    | G          | Audit Related - Auditor<br>Related                        | Ratify Auditors                                                                               | 2. Ratify PricewaterhouseCoopers LLP as<br>Auditors                  | Against   |
| Dell Technologies Inc.                  | 26-Jun-25    | USA    | G          | Compensation -<br>Remuneration Policy &<br>Implementation | Advisory Vote to Ratify Named<br>Executive Officers'<br>Compensation                          | 3. Advisory Vote to Ratify Named<br>Executive Officers' Compensation | Against   |
| Kajima Corp.                            | 27-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.1. Elect Director Oshimi, Yoshikazu                                | Against   |
| Kajima Corp.                            | 27-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.2. Elect Director Amano, Hiromasa                                  | Against   |
| Kajima Corp.                            | 27-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.3. Elect Director Koshijima, Keisuke                               | Against   |
| Kajima Corp.                            | 27-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.4. Elect Director Kazama, Masaru                                   | Against   |
| Kajima Corp.                            | 27-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.5. Elect Director Ishikawa, Hiroshi                                | Against   |
| Kajima Corp.                            | 27-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.6. Elect Director Katsumi, Takeshi                                 | Against   |
| Kajima Corp.                            | 27-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.7. Elect Director Kumano, Takashi                                  | Against   |
| Kajima Corp.                            | 27-Jun-25    | Japan  | G          | Director Related -<br>Statutory Auditor                   | Appoint Internal Statutory<br>Auditor(s) [and Approve<br>Auditor's/Auditors'<br>Remuneration] | 3. Appoint Statutory Auditor Suzuki,<br>Kazushi                      | Against   |
| Mitsubishi UFJ Financial<br>Group, Inc. | 27-Jun-25    | Japan  | G          | Director Election -<br>Director Election                  | Elect Director                                                                                | 2.3. Elect Director Nomoto, Hirofumi                                 | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                          | Meeting Date | Market | ESG Pillar | Proposal Category                           | Proposal Description                                            | Proposal Text                                                                                     | Vote Cast |
|---------------------------------------|--------------|--------|------------|---------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------|
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.5. Elect Director Shimizu, Hiroshi                                                              | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.9. Elect Director Ueda, Teruhisa                                                                | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.10. Elect Director Shinke, Ryoichi                                                              | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.11. Elect Director Yasuda, Takayuki                                                             | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.12. Elect Director Mike, Kanetsugu                                                              | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.13. Elect Director Kamezawa, Hironori                                                           | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.14. Elect Director Hanzawa, Junichi                                                             | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.15. Elect Director Kobayashi, Makoto                                                            | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.16. Elect Director Kubota, Hiroshi                                                              | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | E          | Environmental - Climate                     | Report on Climate Change                                        | 4. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans      | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Routine Business - Routine Business         | Amend Ordinary Business Items                                   | 5. Amend Articles to Add Provision concerning Responsible Contribution to Japan's Capital Markets | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Routine Business - Routine Business         | Amend Ordinary Business Items                                   | 6. Amend Articles to Change Company Name                                                          | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Routine Business - Routine Business         | Amend Ordinary Business Items                                   | 7. Amend Articles to Add Provision on Compliance and Etiquette                                    | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Non-Routine Business - Non-Routine Business | Initiate Share Repurchase Program                               | 8. Initiate Share Repurchase Program (with Trigger Setting)                                       | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | 9.1. Appoint Shareholder Director Nominee Horie, Takafumi                                         | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | 9.2. Appoint Shareholder Director Nominee Tachibana, Takashi                                      | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect a Shareholder-Nominee to the Board (Proxy Access Nominee) | 9.3. Appoint Shareholder Director Nominee Misaki, Yuta                                            | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan  | G          | Director Election - Director Election       | Elect Director                                                  | 2.1. Elect Director Takashima, Makoto                                                             | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                          | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                                | Vote Cast |
|---------------------------------------|--------------|----------------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------|
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.2. Elect Director Nakashima, Toru                                                          | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.3. Elect Director Kudo, Teiko                                                              | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.4. Elect Director Anchi, Kazuyuki                                                          | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.5. Elect Director Isshiki, Toshihiro                                                       | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.6. Elect Director Matsugasaki, Honami                                                      | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.10. Elect Director Teshirogi, Isao                                                         | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | E          | Environmental - Climate                             | Report on Climate Change                                                                 | 4. Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Non-Routine Business - Non-Routine Business         | Approve Alternative Income Allocation/Distribution Policy                                | 5. Approve Alternate Final Dividend of JPY 70 per Share                                      | Against   |
| Industria de Diseno Textil SA         | 15-Jul-25    | Spain          | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                                       | 1.b. Approve Discharge of Board                                                              | Against   |
| Experian Plc                          | 16-Jul-25    | Jersey         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Approve Remuneration Report                                                               | Against   |
| Singapore Airlines Limited            | 25-Jul-25    | Singapore      | G          | Director Election - Director Election               | Elect Director                                                                           | 3a. Elect Peter Seah Lim Huat as Director                                                    | Against   |
| Singapore Airlines Limited            | 25-Jul-25    | Singapore      | G          | Director Election - Director Election               | Elect Director                                                                           | 3b. Elect Goh Choon Phong as Director                                                        | Against   |
| Singapore Airlines Limited            | 25-Jul-25    | Singapore      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights  | Against   |
| Wise Plc                              | 28-Jul-25    | United Kingdom | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related                                    | 2. Amend Articles of Association                                                             | Abstain   |
| Wise Plc                              | 28-Jul-25    | United Kingdom | G          | Company Articles - Article Amendments               | Adopt New Articles of Association/Charter                                                | 4. Adopt New Articles of Association                                                         | Abstain   |
| McKesson Corporation                  | 30-Jul-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify Deloitte & Touche LLP as Auditors                                                  | Against   |
| Dynatrace, Inc.                       | 20-Aug-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director Amol Kulkarni                                                             | Against   |
| Dynatrace, Inc.                       | 20-Aug-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                            | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                       | Proposal Text                                                                                                            | Vote Cast |
|------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------|
| Prosus NV                    | 20-Aug-25    | Netherlands    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 2.. Approve Remuneration Report                                                                                          | Against   |
| Prosus NV                    | 20-Aug-25    | Netherlands    | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                         | 5.. Approve Discharge of Executive Directors                                                                             | Against   |
| Prosus NV                    | 20-Aug-25    | Netherlands    | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                         | 6.. Approve Discharge of Non-Executive Directors                                                                         | Against   |
| Prosus NV                    | 20-Aug-25    | Netherlands    | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                | 7.. Approve Remuneration Policy                                                                                          | Against   |
| Prosus NV                    | 20-Aug-25    | Netherlands    | G          | Director Election - Director Election               | Elect Director                                                             | 11.1.. Reelect Koos Bekker as Director                                                                                   | Against   |
| Prosus NV                    | 20-Aug-25    | Netherlands    | G          | Director Election - Director Election               | Elect Director                                                             | 11.4. Reelect Steve Pacak as Director                                                                                    | Against   |
| Prosus NV                    | 20-Aug-25    | Netherlands    | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                         | 15.. Authorize Repurchase of Shares                                                                                      | Against   |
| Logitech International S.A.  | 09-Sep-25    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                        | Against   |
| Logitech International S.A.  | 09-Sep-25    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 3. Approve Remuneration Report                                                                                           | Against   |
| Logitech International S.A.  | 09-Sep-25    | Switzerland    | G          | Director Election - Director Election               | Elect Director                                                             | 8.I. Elect Director Kwok Wang Ng                                                                                         | Against   |
| Logitech International S.A.  | 09-Sep-25    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 10.B. Appoint Kwok Wang Ng as Member of the Compensation Committee                                                       | Against   |
| Logitech International S.A.  | 09-Sep-25    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 12. Approve Remuneration of Executive Committee in the Amount of USD 28,302,000                                          | Against   |
| Logitech International S.A.  | 09-Sep-25    | Switzerland    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                            | 13. Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2026 | Against   |
| Wise Plc                     | 25-Sep-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 2. Approve Remuneration Report                                                                                           | Against   |
| Wise Plc                     | 25-Sep-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                             | 7. Re-elect Kristo Kaarmann as Director                                                                                  | Against   |
| The Procter & Gamble Company | 14-Oct-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                            | 2. Ratify Deloitte & Touche LLP as Auditors                                                                              | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                 | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|------------------------------|--------------|-----------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| The Procter & Gamble Company | 14-Oct-25    | USA       | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 4. Approve Omnibus Stock Plan                                     | Against   |
| The Procter & Gamble Company | 14-Oct-25    | USA       | E          | Environmental - Pollution                           | Recycling                                                      | 5. Report on Efforts to Reduce Plastic Use                        | Against   |
| Brambles Limited             | 23-Oct-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 4. Elect Maxine Nicole Brenner as Director                        | Against   |
| Fortescue Ltd.               | 31-Oct-25    | Australia | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 6. Approve Grant of Performance Rights to Dino Otranto            | Against   |
| Fortescue Ltd.               | 31-Oct-25    | Australia | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 7. Approve Issuance of Performance Rights to Agustin Pichot       | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Eric K. Brandt                                 | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Michael R. Cannon                              | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director Abhijit Y. Talwalkar                           | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA       | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan                                     | Against   |
| Cardinal Health, Inc.        | 05-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Jason M. Hollar                                | Against   |
| Cardinal Health, Inc.        | 05-Nov-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| KLA Corporation              | 05-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Robert Calderoni                              | Against   |
| KLA Corporation              | 05-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Kevin Kennedy                                 | Against   |
| KLA Corporation              | 05-Nov-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| KLA Corporation              | 05-Nov-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Tesla, Inc.                  | 06-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Ira Ehrenpreis                                 | Against   |
| Tesla, Inc.                  | 06-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Joe Gebbia                                     | Against   |
| Tesla, Inc.                  | 06-Nov-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Kathleen Wilson-Thompson                       | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                                | Vote Cast |
|--------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|-----------|
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                            | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                                                                  | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 4. Approve Issuance of Common Stock to Elon Musk Pursuant to CEO Performance Award                           | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 5. Ratify PricewaterhouseCoopers LLP as Auditors                                                             | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Shareholder Miscellaneous                  | 7. Authorize Board to Invest Company Funds in xAI                                                            | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | E, S       | E&S Blended - Compensation                          | Link Executive Pay to Social Criteria                          | 8. Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Non-Routine                   | 10. Amend the Bylaws To Repeal 3% Derivative Suit Ownership Threshold                                        | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 11. Amend Bylaws                                                                                             | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Lachlan K. Murdoch                                                                        | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director William A. Burck                                                                          | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Chase Carey                                                                               | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Margaret "Peggy" L. Johnson                                                               | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Paul D. Ryan                                                                              | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                            | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | S, G       | Compensation - Compensation                         | Company-Specific--Compensation-Related                         | 5. Improve Executive Compensation Program                                                                    | Against   |
| Oracle Corporation | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Awo Ablo                                                                                 | Withhold  |
| Oracle Corporation | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Jeffrey S. Berg                                                                          | Withhold  |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|-----------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Michael J. Boskin                             | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Safra A. Catz                                 | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Bruce R. Chizen                               | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director George H. Conrades                            | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Lawrence J. Ellison                           | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.9. Elect Director Jeffrey O. Henley                             | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.12. Elect Director Naomi O. Seligman                            | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| ResMed Inc.                 | 19-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Michael "Mick" Farrell                         | Against   |
| ResMed Inc.                 | 19-Nov-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| ResMed Inc.                 | 19-Nov-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Western Digital Corporation | 20-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Irving Tan                                     | Against   |
| Western Digital Corporation | 20-Nov-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Western Digital Corporation | 20-Nov-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify KPMG LLP as Auditors                                    | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Company Articles - Article Amendments               | Amend Articles to: (Japan)                                     | 1. Amend Articles to Amend Provisions on Number of Directors      | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Yanai, Tadashi                                | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.4. Elect Director Kathy Mitsuko Koll                            | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.8. Elect Director Okazaki, Takeshi                              | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name             | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|--------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Fast Retailing Co., Ltd. | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.9. Elect Director Yanai, Kazumi                                 | Against   |
| Fast Retailing Co., Ltd. | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.10. Elect Director Yanai, Koji                                  | Against   |
| Fast Retailing Co., Ltd. | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.11. Elect Director Tsukagoshi, Daisuke                          | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Willis J. Johnson                             | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director A. Jayson Adair                               | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Matt Blunt                                    | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Steven D. Cohan                               | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Daniel J. Englander                           | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director James E. Meeks                                | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Thomas N. Tryforos                            | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Diane M. Morefield                            | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.10. Elect Director Cherylyn Harley LeBon                        | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.11. Elect Director Carl D. Sparks                               | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Hugh F. Johnston                               | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Teri L. List                                   | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Satya Nadella                                  | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Sandra E. Peterson                             | Against   |

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

| Company Name             | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                                              | Vote Cast |
|--------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-----------|
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director John W. Stanton                                                                                         | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                                                                                | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 5. Report on Risks of Microsoft's ESP being Utilized for Censorship of Legitimate Speech                                   | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 6. Report on Risks of Censorship in Generative Artificial Intelligence                                                     | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 7. Report on AI Data Usage Oversight                                                                                       | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 10. Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production | Against   |
| Palo Alto Networks, Inc. | 09-Dec-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                                                                    | Against   |
| Palo Alto Networks, Inc. | 09-Dec-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                          | Against   |
| Palo Alto Networks, Inc. | 09-Dec-25    | USA    | G          | Compensation - Compensation                         | Adjust Executive Compensation Metrics for Share Buybacks       | 5. Adjust Executive Compensation Metrics for Share Buybacks                                                                | Against   |

## Analysis of Votes Against Policy

| Company Name       | Meeting Date | Market      | ESG Pillar | Proposal Category                     | Proposal Description | Proposal Text                                                          | Vote Cast |
|--------------------|--------------|-------------|------------|---------------------------------------|----------------------|------------------------------------------------------------------------|-----------|
| UBS Group AG       | 10-Apr-25    | Switzerland | G          | Director Election - Director Election | Elect Director       | 6.11. Elect Renata Bruengger as Director                               | For       |
| Toyota Motor Corp. | 12-Jun-25    | Japan       | G          | Director Election - Director Election | Elect Director       | 2.2. Elect Director Sato, Koji                                         | For       |
| Toyota Motor Corp. | 12-Jun-25    | Japan       | G          | Director Election - Director Election | Elect Director       | 2.3. Elect Director Nakajima, Hiroki                                   | For       |
| Toyota Motor Corp. | 12-Jun-25    | Japan       | G          | Director Election - Director Election | Elect Director       | 2.4. Elect Director Miyazaki, Yoichi                                   | For       |
| Toyota Motor Corp. | 12-Jun-25    | Japan       | G          | Director Election - Director Election | Elect Director       | 3.1. Elect Director and Audit Committee Member Christopher P. Reynolds | For       |
| Toyota Motor Corp. | 12-Jun-25    | Japan       | G          | Director Election - Director Election | Elect Director       | 3.2. Elect Director and Audit Committee Member George Olcott           | For       |

## Analysis of Votes Against Management

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Intuit Inc.                  | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Suzanne Nora Johnson                           | Against   |
| Intuit Inc.                  | 23-Jan-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Anousheh Ansari                                | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Michael Dastoor                                | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Mark T. Mondello                               | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director John C. Plant                                  | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Steven A. Raymund                              | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director N.V. "Tiger" Tyagarajan                        | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Kathleen A. Walters                            | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Jabil Inc.                   | 23-Jan-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Costco Wholesale Corporation | 23-Jan-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| Costco Wholesale Corporation | 23-Jan-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Visa Inc.                    | 28-Jan-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                    | Against   |
| Visa Inc.                    | 28-Jan-25    | USA    | S          | Social - Political Spending                         | Political Lobbying Disclosure                                  | 7. Report on Lobbying Payments and Policy                         | For       |
| Atmos Energy Corporation     | 05-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Kim R. Cocklin                                 | Against   |
| Atmos Energy Corporation     | 05-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Sean Donohue                                   | Against   |
| Atmos Energy Corporation     | 05-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Rafael G. Garza                                | Against   |
| Atmos Energy Corporation     | 05-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Nancy K. Quinn                                 | Against   |
| Atmos Energy Corporation     | 05-Feb-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Richard A. Sampson                             | Against   |
| Atmos Energy Corporation     | 05-Feb-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 2. Amend Omnibus Stock Plan                                       | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                                             | Proposal Text                                                                                  | Vote Cast |
|--------------------------|--------------|---------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|-----------|
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 3. Ratify Ernst & Young LLP as Auditors                                                        | Against   |
| Atmos Energy Corporation | 05-Feb-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 4. Advisory Vote to Ratify Named Executive Officers' Compensation                              | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Director Election - Director Election               | Elect Director                                                                   | 1d. Elect Director Nancy McKinstry                                                             | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Director Election - Director Election               | Elect Director                                                                   | 1e. Elect Director Jennifer Nason                                                              | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                              | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                   | 3. Ratify KPMG LLP as Auditors and Authorise Their Remuneration                                | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 6. Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law | Against   |
| Accenture plc            | 06-Feb-25    | Ireland | G          | Capitalization - Capital Issuance                   | Authorize Reissuance of Repurchased Shares                                       | 7. Determine Price Range for Reissuance of Treasury Shares                                     | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1c. Elect Director Alex Gorsky                                                                 | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1d. Elect Director Andrea Jung                                                                 | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1e. Elect Director Art Levinson                                                                | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1g. Elect Director Ron Sugar                                                                   | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1h. Elect Director Sue Wagner                                                                  | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 2. Ratify Ernst & Young LLP as Auditors                                                        | Against   |
| Apple Inc.               | 25-Feb-25    | USA     | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                                  | 4. Report on Ethical AI Data Acquisition and Usage                                             | For       |
| AECOM                    | 28-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.1. Elect Director Bradley W. Buss                                                            | Against   |
| AECOM                    | 28-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.3. Elect Director Kristy Pipes                                                               | Against   |
| AECOM                    | 28-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.4. Elect Director Troy Rudd                                                                  | Against   |
| AECOM                    | 28-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.6. Elect Director Daniel R. Tishman                                                          | Against   |
| AECOM                    | 28-Feb-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.7. Elect Director Sander van't Noordende                                                     | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name           | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                                            | Proposal Text                                                                                     | Vote Cast |
|------------------------|--------------|-------------|------------|-----------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------|
| AECOM                  | 28-Feb-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1.8. Elect Director Janet C. Wolfenbarger                                                         | Against   |
| AECOM                  | 28-Feb-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 2. Ratify Ernst & Young LLP as Auditors                                                           | Against   |
| AECOM                  | 28-Feb-25    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                  | 4. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| Fair Isaac Corporation | 05-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1a. Elect Director Braden R. Kelly                                                                | Against   |
| Fair Isaac Corporation | 05-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1g. Elect Director David A. Rey                                                                   | Against   |
| Fair Isaac Corporation | 05-Mar-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 3. Ratify Deloitte & Touche LLP as Auditors                                                       | Against   |
| Cencora, Inc.          | 06-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1d. Elect Director Steven H. Collis                                                               | Against   |
| Cencora, Inc.          | 06-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1f. Elect Director Lon R. Greenberg                                                               | Against   |
| Cencora, Inc.          | 06-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1i. Elect Director Redonda G. Miller                                                              | Against   |
| Cencora, Inc.          | 06-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1k. Elect Director Lauren M. Tyler                                                                | Against   |
| Cencora, Inc.          | 06-Mar-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 3. Ratify Ernst & Young LLP as Auditors                                                           | Against   |
| Novartis AG            | 07-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                                  | 8.5. Reelect Elizabeth Doherty as Director                                                        | Against   |
| Novartis AG            | 07-Mar-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                                  | 12. Transact Other Business (Voting)                                                              | Against   |
| Pandora AS             | 12-Mar-25    | Denmark     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                  | 3. Approve Remuneration Report (Advisory Vote)                                                    | Against   |
| Pandora AS             | 12-Mar-25    | Denmark     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 7. Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting | Abstain   |
| Pandora AS             | 12-Mar-25    | Denmark     | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights | 9.2. Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights                  | Abstain   |
| QUALCOMM Incorporated  | 18-Mar-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                  | 1d. Elect Director Jeffrey W. Henderson                                                           | Against   |
| QUALCOMM Incorporated  | 18-Mar-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                 | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                  | Against   |
| QUALCOMM Incorporated  | 18-Mar-25    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                  | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name            | Meeting Date | Market      | ESG Pillar | Proposal Category                       | Proposal Description                              | Proposal Text                                                         | Vote Cast |
|-------------------------|--------------|-------------|------------|-----------------------------------------|---------------------------------------------------|-----------------------------------------------------------------------|-----------|
| QUALCOMM Incorporated   | 18-Mar-25    | USA         | G          | Compensation - Equity Compensation Plan | Amend Omnibus Stock Plan                          | 4. Amend Omnibus Stock Plan                                           | Against   |
| QUALCOMM Incorporated   | 18-Mar-25    | USA         | E          | Environmental - Climate                 | Report on Climate Change                          | 5. Report on Climate Risk in Retirement Plan Options                  | For       |
| The Walt Disney Company | 20-Mar-25    | USA         | G          | Director Election - Director Election   | Elect Director                                    | 1j. Elect Director Derica W. Rice                                     | Against   |
| The Walt Disney Company | 20-Mar-25    | USA         | G          | Audit Related - Auditor Related         | Ratify Auditors                                   | 2. Ratify PricewaterhouseCoopers LLP as Auditors                      | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Election - Director Election   | Elect Director                                    | 6.1.1. Reelect Victor Balli as Director                               | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Election - Director Election   | Elect Director                                    | 6.1.5. Reelect Roberto Guidetti as Director                           | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Election - Director Election   | Elect Director                                    | 6.1.6. Reelect Tom Knutzen as Director                                | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Election - Director Election   | Elect Director                                    | 6.2.2. Elect Louie D'Amico as Director                                | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Related - Committee Election   | Elect Member of Remuneration Committee            | 6.3.1. Reappoint Victor Balli as Member of the Compensation Committee | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Director Related - Committee Election   | Elect Member of Remuneration Committee            | 6.3.3. Appoint Tom Knutzen as Member of the Compensation Committee    | Against   |
| Givaudan SA             | 20-Mar-25    | Switzerland | G          | Routine Business - Routine Business     | Other Business                                    | 8. Transact Other Business (Voting)                                   | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election   | Elect Director                                    | 2.1. Elect Director Hasebe, Yoshihiro                                 | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election   | Elect Director                                    | 2.2. Elect Director Negoro, Masakazu                                  | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election   | Elect Director                                    | 2.3. Elect Director Nishiguchi, Toru                                  | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election   | Elect Director                                    | 2.4. Elect Director Lisa MacCallum                                    | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Director Election   | Elect Director                                    | 2.8. Elect Director Takashima, Makoto                                 | Against   |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Proxy Contest       | Elect Director (Dissident)                        | 4.1. Appoint Shareholder Director Nominee Yannis Skoufalos            | For       |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Proxy Contest       | Elect Director (Dissident)                        | 4.2. Appoint Shareholder Director Nominee Martha Velando              | For       |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Director Election - Proxy Contest       | Elect Director (Dissident)                        | 4.4. Appoint Shareholder Director Nominee Hugh G. Dineen              | For       |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Compensation - Compensation             | Non-Employee Director Compensation                | 5. Approve Compensation Ceiling for Outside Directors                 | For       |
| Kao Corp.               | 21-Mar-25    | Japan       | G          | Compensation - Compensation             | Performance-Based and/or Time-Based Equity Awards | 6. Approve Restricted Stock Plan for Outside Directors                | For       |

## Analysis of Votes Against Management (Continued)

| Company Name         | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                                       | Proposal Text                                                                              | Vote Cast |
|----------------------|--------------|-------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------|
| Kao Corp.            | 21-Mar-25    | Japan       | G          | Compensation - Compensation                         | Performance-Based and/or Time-Based Equity Awards                          | 7. Approve Performance Share Plan and Restricted Stock Plan                                | For       |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                         | 4. Approve Discharge of Board and Senior Management                                        | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Compensation - Directors' Compensation              | Approve Remuneration of Directors and/or Committee Members                 | 5.1. Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million           | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.2. Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 5.4. Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million   | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.1. Elect Josef Ming as Director and Board Chair                                          | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.1. Reelect Alfred Schindler as Director                                                | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.3. Reelect Monika Buetler as Director                                                  | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.5. Reelect Guenter Schaeuble as Director                                               | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.6. Reelect Tobias Staehelin as Director                                                | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.7. Reelect Carole Vischer as Director                                                  | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.8. Reelect Petra Winkler as Director                                                   | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.2.9. Reelect Thomas Zurbuchen Director                                                   | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.3. Elect Marion Bonnard as Director                                                      | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                             | 6.4. Elect Cyrill Bucher as Director                                                       | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.5.2. Reappoint Monika Buetler as Member of the Compensation Committee                    | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 6.5.3. Reappoint Petra Winkler as Member of the Compensation Committee                     | Against   |
| Schindler Holding AG | 25-Mar-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                             | 7. Transact Other Business (Voting)                                                        | Against   |
| ABB Ltd.             | 27-Mar-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                             | 11. Transact Other Business (Voting)                                                       | Against   |
| UniCredit SpA        | 27-Mar-25    | Italy       | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                | 6. Approve Remuneration Policy                                                             | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                   | Vote Cast |
|------------------------------------|--------------|-----------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----------|
| UniCredit SpA                      | 27-Mar-25    | Italy     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 7. Approve Second Section of the Remuneration Report                                            | Against   |
| UniCredit SpA                      | 27-Mar-25    | Italy     | G          | Compensation - Cash/Equity Bonus                    | Approve/Amend Executive Incentive Bonus Plan                   | 8. Approve 2025 Group Incentive System                                                          | Against   |
| UniCredit SpA                      | 27-Mar-25    | Italy     | G          | Compensation - Equity Compensation Plan             | Approve Equity Plan Financing                                  | 7. Authorize Board to Increase Capital to Service the 2024 Group Incentive System               | Against   |
| Novo Nordisk A/S                   | 27-Mar-25    | Denmark   | G          | Director Election - Director Election               | Elect Director                                                 | 6.2. Reelect Henrik Poulsen (Vice Chair) as Director                                            | Abstain   |
| Novo Nordisk A/S                   | 27-Mar-25    | Denmark   | G          | Director Election - Director Election               | Elect Director                                                 | 6.3a. Reelect Laurence Debroux as Director                                                      | Abstain   |
| Novo Nordisk A/S                   | 27-Mar-25    | Denmark   | G          | Director Election - Director Election               | Elect Director                                                 | 6.3d. Reelect Kasim Kutay as Director                                                           | Abstain   |
| Novo Nordisk A/S                   | 27-Mar-25    | Denmark   | S          | Social - Health & Safety                            | Facility Safety                                                | 8.3. Approve Proposal Regarding Regulated Working Conditions at Construction Sites              | Abstain   |
| Nippon Express Holdings, Inc.      | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Saito, Mitsuru                                                              | Against   |
| Nippon Express Holdings, Inc.      | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Horikiri, Satoshi                                                           | Against   |
| Nippon Express Holdings, Inc.      | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Akaishi, Mamoru                                                             | Against   |
| Nippon Express Holdings, Inc.      | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Abe, Sachiko                                                                | Against   |
| Nippon Express Holdings, Inc.      | 28-Mar-25    | Japan     | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Shiba, Yojiro                                                               | Against   |
| DBS Group Holdings Ltd.            | 28-Mar-25    | Singapore | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration | 4. Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration | Against   |
| Schlumberger N.V.                  | 02-Apr-25    | Curacao   | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Peter Coleman                                                               | Against   |
| Schlumberger N.V.                  | 02-Apr-25    | Curacao   | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Jim Hackett                                                                 | Against   |
| Schlumberger N.V.                  | 02-Apr-25    | Curacao   | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Maria Moraeus Hanssen                                                       | Against   |
| Schlumberger N.V.                  | 02-Apr-25    | Curacao   | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Vanitha Narayanan                                                           | Against   |
| Schlumberger N.V.                  | 02-Apr-25    | Curacao   | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                               | Against   |
| Schlumberger N.V.                  | 02-Apr-25    | Curacao   | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify PricewaterhouseCoopers LLP as Auditors                                                | Against   |
| Hewlett Packard Enterprise Company | 02-Apr-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                                         | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                                                                                                                                                                     | Vote Cast |
|------------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Hewlett Packard Enterprise Company | 02-Apr-25    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                                                                                                                                                                                                       | Against   |
| Hewlett Packard Enterprise Company | 02-Apr-25    | USA            | S          | Social - Political Spending                         | Political Lobbying Disclosure                                  | 6. Report on Lobbying Payments and Policy                                                                                                                                                                                                         | For       |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 5. Re-elect Dominic Barton as Director                                                                                                                                                                                                            | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 6. Re-elect Peter Cunningham as Director                                                                                                                                                                                                          | Abstain   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 7. Re-elect Dean Dalla Valle as Director                                                                                                                                                                                                          | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 8. Re-elect Simon Henry as Director                                                                                                                                                                                                               | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 11. Re-elect Jennifer Nason as Director                                                                                                                                                                                                           | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 13. Re-elect Jakob Stausholm as Director                                                                                                                                                                                                          | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 14. Re-elect Ngaire Woods as Director                                                                                                                                                                                                             | Against   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 15. Re-elect Ben Wyatt as Director                                                                                                                                                                                                                | Abstain   |
| Rio Tinto Plc                      | 03-Apr-25    | United Kingdom | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                              | 24. Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review | Abstain   |
| Deutsche Telekom AG                | 09-Apr-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board (Bundled)               | 4. Approve Discharge of Supervisory Board for Fiscal Year 2024                                                                                                                                                                                    | Against   |
| Deutsche Telekom AG                | 09-Apr-25    | Germany        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                 | 7.a. Elect Stefan Ramge to the Supervisory Board                                                                                                                                                                                                  | Against   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report                                                                                                                                                                                                                    | Abstain   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)             | 5. Approve Discharge of Board and Senior Management                                                                                                                                                                                               | Abstain   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Director Election - Director Election               | Elect Director                                                 | 6.1. Reelect Colm Kelleher as Director and Board Chair                                                                                                                                                                                            | Against   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Director Election - Director Election               | Elect Director                                                 | 6.2. Reelect Lukas Gaehwiler as Director                                                                                                                                                                                                          | Against   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Director Election - Director Election               | Elect Director                                                 | 6.8. Reelect Gail Kelly as Director                                                                                                                                                                                                               | Against   |
| UBS Group AG                       | 10-Apr-25    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                         | 7.3. Appoint Gail Kelly as Member of the Compensation Committee                                                                                                                                                                                   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                            | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|-----------------------------------------|--------------|-------------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| UBS Group AG                            | 10-Apr-25    | Switzerland | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 9.2. Ratify Ernst & Young AG as Auditors                          | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Brian D. Chambers                              | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Edward F. Lonergan                             | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Maryann T. Mannen                              | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Suzanne P. Nimocks                             | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director John D. Williams                               | Against   |
| Owens Corning                           | 15-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| The Bank of New York Mellon Corporation | 15-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Linda Z. Cook                                  | Against   |
| The Bank of New York Mellon Corporation | 15-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                    | Against   |
| The Sherwin-Williams Company            | 16-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Kerri B. Anderson                              | Against   |
| The Sherwin-Williams Company            | 16-Apr-25    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| The Sherwin-Williams Company            | 16-Apr-25    | USA         | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan                                     | Against   |
| The Sherwin-Williams Company            | 16-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report (Non-Binding)                      | Abstain   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 7.1.1. Reelect Ernst Tanner as Director and Board Chair           | Against   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 7.1.2. Reelect Dieter Weisskopf as Director                       | Against   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 7.1.3. Reelect Rudolf Spruengli as Director                       | Against   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 7.1.4. Reelect Elisabeth Guertler as Director                     | Against   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 7.1.6. Reelect Silvio Denz as Director                            | Against   |
| Chocoladefabriken Lindt & Spruengli AG  | 16-Apr-25    | Switzerland | G          | Director Election - Director Election               | Elect Director                                                 | 7.1.7. Reelect Monique Bourquin as Director                       | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                             | Meeting Date | Market      | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                               | Vote Cast |
|------------------------------------------|--------------|-------------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|-----------|
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                                   | 7.2.1. Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee    | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                                   | 7.2.2. Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee    | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                                   | 7.2.3. Reappoint Silvio Denz as Member of the Nomination and Compensation Committee         | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 7.4. Ratify PricewaterhouseCoopers AG as Auditors                                           | Against   |
| Chocoladefabriken Lindt & Spruengli AG   | 16-Apr-25    | Switzerland | G          | Routine Business - Routine Business                 | Other Business                                                                           | 9. Transact Other Business (Voting)                                                         | Against   |
| United Overseas Bank Limited (Singapore) | 21-Apr-25    | Singapore   | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                           | 4. Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration  | Against   |
| United Overseas Bank Limited (Singapore) | 21-Apr-25    | Singapore   | G          | Director Election - Director Election               | Elect Director                                                                           | 5. Elect Wee Ee Lim as Director                                                             | Against   |
| United Overseas Bank Limited (Singapore) | 21-Apr-25    | Singapore   | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Against   |
| Broadcom Inc.                            | 21-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1i. Elect Director Harry L. You                                                             | Against   |
| Broadcom Inc.                            | 21-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                            | Against   |
| Broadcom Inc.                            | 21-Apr-25    | USA         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director Amy Banse                                                                | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1d. Elect Director Frank Calderoni                                                          | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1f. Elect Director Shantanu Narayen                                                         | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1k. Elect Director Daniel Rosensweig                                                        | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                                                 | 2. Amend Omnibus Stock Plan                                                                 | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify KPMG LLP as Auditors                                                              | Against   |
| Adobe Inc.                               | 22-Apr-25    | USA         | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                                           | 5. Submit Severance Agreement to Shareholder Vote                                           | For       |
| Bank of America Corporation              | 22-Apr-25    | USA         | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director Sharon L. Allen                                                          | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                  | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|-------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Pierre J.P. de Weck                            | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Arnold W. Donald                               | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Linda P. Hudson                                | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Monica C. Lozano                               | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Brian T. Moynihan                              | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Lionel L. Nowell, III                          | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1l. Elect Director Michael D. White                               | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1m. Elect Director Thomas D. Woods                                | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1n. Elect Director Maria T. Zuber                                 | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Bank of America Corporation   | 22-Apr-25    | USA    | E, S       | E&S Blended - Climate                               | Climate Change Lobbying                                        | 7. Report on Climate Lobbying                                     | For       |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director John Hess                                      | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Lakshmi Mittal                                 | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director Peter Oppenheimer                              | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director David Solomon                                  | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                       | Against   |
| The Goldman Sachs Group, Inc. | 23-Apr-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| The Cigna Group               | 23-Apr-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director David M. Cordani                               | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name         | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                  | Vote Cast |
|----------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------|-----------|
| The Cigna Group      | 23-Apr-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| The Cigna Group      | 23-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                               | Against   |
| Bunzl Plc            | 23-Apr-25    | United Kingdom | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 12. Reappoint PricewaterhouseCoopers LLP as Auditors                           | Against   |
| Bunzl Plc            | 23-Apr-25    | United Kingdom | G          | Audit Related - Auditor Related                     | Authorize Board to Fix Remuneration of External Auditor(s)     | 13. Authorise Board to Fix Remuneration of Auditors                            | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Albert Bourla                                              | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.10. Elect Director Suzanne Nora Johnson                                      | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                                 | Against   |
| Pfizer Inc.          | 24-Apr-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Johnson & Johnson    | 24-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                               | Against   |
| Johnson & Johnson    | 24-Apr-25    | USA            | S          | Social - Human Rights                               | Human Rights Risk Assessment                                   | 5. Oversee and Report Human Rights Impact Assessment                           | For       |
| ENGIE SA             | 24-Apr-25    | France         | G          | Director Election - Director Election               | Elect Representative of Employee Shareholders to the Board     | A. Elect Stefano Bassi as Representative of Employee Shareholders to the Board | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1A. Elect Director Mark D. Millett                                             | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1C. Elect Director Kenneth W. Cornew                                           | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1D. Elect Director Traci M. Dolan                                              | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1E. Elect Director Jennifer L. Hamann                                          | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1F. Elect Director Bradley S. Seaman                                           | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1G. Elect Director Gabriel L. Shaheen                                          | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1I. Elect Director Richard P. Teets, Jr.                                       | Against   |
| Steel Dynamics, Inc. | 25-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                        | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                               | Vote Cast |
|--------------------------|--------------|-----------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|-----------|
| Steel Dynamics, Inc.     | 25-Apr-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| Sembcorp Industries Ltd. | 25-Apr-25    | Singapore | G          | Director Election - Director Election               | Elect Director                                                                           | 4. Elect Yap Chee Keong as Director                                                         | Against   |
| Sembcorp Industries Ltd. | 25-Apr-25    | Singapore | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                           | 8. Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration               | Against   |
| Sembcorp Industries Ltd. | 25-Apr-25    | Singapore | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 9. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Against   |
| Wells Fargo & Company    | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1k. Elect Director Ronald L. Sargent                                                        | Against   |
| Wells Fargo & Company    | 29-Apr-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify KPMG LLP as Auditors                                                              | Against   |
| Wells Fargo & Company    | 29-Apr-25    | USA       | S          | Social - Diversity, Equity, & Inclusion             | Labor Issues - Discrimination and Miscellaneous                                          | 4. Report on Prevention of Workplace Harassment and Discrimination                          | For       |
| Wells Fargo & Company    | 29-Apr-25    | USA       | S          | Social - Political Spending                         | Political Spending Congruency                                                            | 5. Report on Congruency of Political Spending with Company Values and Priorities            | For       |
| Wells Fargo & Company    | 29-Apr-25    | USA       | E          | Environmental - Climate                             | Disclosure of Fossil Fuel Financing                                                      | 6. Report Annually on Energy Supply Ratio                                                   | Abstain   |
| Wells Fargo & Company    | 29-Apr-25    | USA       | S          | Social - Human Rights                               | Improve Human Rights Standards or Policies                                               | 7. Report on Respecting Indigenous Peoples' Rights                                          | For       |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.1. Elect Director Mark C. Pigott                                                          | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.3. Elect Director Dame Alison J. Carnwath                                                 | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.5. Elect Director Kirk S. Hachigian                                                       | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.9. Elect Director John M. Pigott                                                          | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                                           | 1.12. Elect Director Mark A. Schulz                                                         | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify Ernst & Young LLP as Auditors                                                     | Against   |
| PACCAR Inc               | 29-Apr-25    | USA       | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                                           | 4. Submit Severance Agreement to Shareholder Vote                                           | For       |
| Rexel SA                 | 29-Apr-25    | France    | G          | Director Election - Director Election               | Elect Director                                                                           | 12. Reelect Guillaume Texier as Director                                                    | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                             | Proposal Text                                                                                                                                   | Vote Cast |
|---------------------------------|--------------|----------------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Rexel SA                        | 29-Apr-25    | France         | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights                                  | 16. Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million           | Against   |
| Rexel SA                        | 29-Apr-25    | France         | G          | Capitalization - Capital Issuance                   | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 19. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18 | Against   |
| VERBUND AG                      | 29-Apr-25    | Austria        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board (Bundled)                                                                 | 4. Approve Discharge of Supervisory Board for Fiscal Year 2024                                                                                  | Against   |
| VERBUND AG                      | 29-Apr-25    | Austria        | G          | Director Election - Director Election               | Elect Supervisory Board Member                                                                                   | 8. Reelect Robert Stajic as Supervisory Board Member                                                                                            | Against   |
| Carlisle Companies Incorporated | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1b. Elect Director D. Christian Koch                                                                                                            | Against   |
| Carlisle Companies Incorporated | 30-Apr-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                               | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1.4. Elect Director Christopher C. Davis                                                                                                        | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1.6. Elect Director Thomas S. Gayner                                                                                                            | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                                  | 3. Ratify Ernst & Young LLP as Auditors                                                                                                         | Against   |
| The Coca-Cola Company           | 30-Apr-25    | USA            | E, S       | E&S Blended - Health & Safety                       | Product Toxicity and Safety                                                                                      | 4. Issue Third Party Assessment of Safety of Non-Sugar Sweeteners                                                                               | For       |
| The Coca-Cola Company           | 30-Apr-25    | USA            | E          | Environmental - Other                               | Report/Assess Environmental Impacts on Company and/or Community                                                  | 5. Report on Food Waste Management and Targets to Reduce Food Waste                                                                             | For       |
| Banco BPM SpA                   | 30-Apr-25    | Italy          | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                                      | 3.1. Approve Remuneration Policy                                                                                                                | Against   |
| Unilever Plc                    | 30-Apr-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                                   | 2. Approve Remuneration Report                                                                                                                  | Against   |
| Unilever Plc                    | 30-Apr-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                                                                   | 6. Re-elect Adrian Hennah as Director                                                                                                           | Against   |
| Unilever Plc                    | 30-Apr-25    | United Kingdom | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                                  | 12. Reappoint KPMG LLP as Auditors                                                                                                              | Against   |
| Unilever Plc                    | 30-Apr-25    | United Kingdom | G          | Audit Related - Auditor Related                     | Authorize Board to Fix Remuneration of External Auditor(s)                                                       | 13. Authorise Board to Fix Remuneration of Auditors                                                                                             | Against   |
| PulteGroup, Inc.                | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1b. Elect Director Brian P. Anderson                                                                                                            | Against   |
| PulteGroup, Inc.                | 30-Apr-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1c. Elect Director Bryce Blair                                                                                                                  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                  | Vote Cast |
|-----------------------------------|--------------|-----------|------------|-----------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------|-----------|
| PulteGroup, Inc.                  | 30-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Thomas J. Folliard                                          | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Cheryl W. Grisé                                             | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director André J. Hawaux                                             | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Scott F. Powers                                             | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                        | Against   |
| PulteGroup, Inc.                  | 30-Apr-25    | USA       | E          | Environmental - Climate                             | GHG Emissions                                                  | 5. Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal | Abstain   |
| Kimberly-Clark Corporation        | 01-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Michael D. Hsu                                             | Against   |
| Kimberly-Clark Corporation        | 01-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.12. Elect Director Dunia A. Shive                                            | Against   |
| Kimberly-Clark Corporation        | 01-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Deloitte & Touche LLP as Auditors                                    | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Roland Diggelmann                                          | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Michael A. Kelly                                           | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Thomas P. Salice                                           | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                               | Against   |
| Mettler-Toledo International Inc. | 01-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Crown Holdings, Inc.              | 01-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                               | Against   |
| Crown Holdings, Inc.              | 01-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Crown Holdings, Inc.              | 01-May-25    | USA       | S          | Social - Political Spending                         | Political Contributions Disclosure                             | 4. Report on Political Contributions                                           | For       |
| Rio Tinto Limited                 | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 5. Elect Dominic Barton as Director                                            | Against   |
| Rio Tinto Limited                 | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 6. Elect Peter Cunningham as Director                                          | Abstain   |
| Rio Tinto Limited                 | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 7. Elect Dean Dalla Valle as Director                                          | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name            | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                                                                                                                                                                     | Vote Cast |
|-------------------------|--------------|-----------|------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 8. Elect Simon Henry as Director                                                                                                                                                                                                                  | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 11. Elect Jennifer Nason as Director                                                                                                                                                                                                              | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 13. Elect Jakob Stausholm as Director                                                                                                                                                                                                             | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 14. Elect Ngairé Woods as Director                                                                                                                                                                                                                | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Director Election - Director Election               | Elect Director                                                 | 15. Elect Ben Wyatt as Director                                                                                                                                                                                                                   | Abstain   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                             | 20. Approve Renewal of On-Market Share Buy-Back Authority                                                                                                                                                                                         | Against   |
| Rio Tinto Limited       | 01-May-25    | Australia | G          | Miscellaneous - Miscellaneous                       | Company-Specific -- Miscellaneous                              | 21. Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review | Abstain   |
| Dover Corporation       | 02-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                                                                                                                                                                  | Against   |
| Dover Corporation       | 02-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                                                                                                                 | Against   |
| Dover Corporation       | 02-May-25    | USA       | G          | Director Related - Board Related                    | Require Independent Board Chair                                | 4. Require Independent Board Chair                                                                                                                                                                                                                | For       |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Warren E. Buffett                                                                                                                                                                                                             | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Gregory E. Abel                                                                                                                                                                                                               | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Howard G. Buffett                                                                                                                                                                                                             | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Susan A. Buffett                                                                                                                                                                                                              | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Stephen B. Burke                                                                                                                                                                                                              | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Kenneth I. Chenault                                                                                                                                                                                                           | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Christopher C. Davis                                                                                                                                                                                                          | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Susan L. Decker                                                                                                                                                                                                               | Withhold  |
| Berkshire Hathaway Inc. | 03-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                 | 1.9. Elect Director Charlotte Guyman                                                                                                                                                                                                              | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|----------------------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.10. Elect Director Ajit Jain                                    | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.11. Elect Director Thomas S. Murphy, Jr.                        | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.12. Elect Director Wallace R. Weitz                             | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.13. Elect Director Meryl B. Witmer                              | Withhold  |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | E          | Environmental - Climate                             | Disclosure of Fossil Fuel Financing                            | 7. Report on Clean Energy Supply Financing Ratio                  | For       |
| Berkshire Hathaway Inc.                      | 03-May-25    | USA    | E, S       | E&S Blended - Board Related                         | Establish Environmental/Social Issue Board Committee           | 8. Establish Board Committee on Artificial Intelligence           | For       |
| Eli Lilly and Company                        | 05-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Ralph Alvarez                                  | Against   |
| Eli Lilly and Company                        | 05-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Robert "Bob" P. Carlile                       | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director James "Jim" M. DuBois                         | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Mark A. Emmert                                | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Brandon S. Pedersen                           | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Liane J. Pelletier                            | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Olivia D. Polius                              | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Expeditors International of Washington, Inc. | 06-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                    | Against   |
| Bristol-Myers Squibb Company                 | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1H. Elect Director Derica W. Rice                                 | Against   |
| Bristol-Myers Squibb Company                 | 06-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| CF Industries Holdings, Inc.                 | 06-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| CF Industries Holdings, Inc.                 | 06-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify KPMG LLP as Auditors                                    | Against   |
| CF Industries Holdings, Inc.                 | 06-May-25    | USA    | G          | Compensation - Severance Agreement                  | Submit Severance Agreement to Shareholder Vote                 | 4. Submit Severance Agreement to Shareholder Vote                 | Abstain   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market     | ESG Pillar | Proposal Category                                   | Proposal Description                                                             | Proposal Text                                                                         | Vote Cast |
|--------------------------|--------------|------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------|
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1a. Elect Director John D. Wren                                                       | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1b. Elect Director Mary C. Choksi                                                     | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1c. Elect Director Leonard S. Coleman, Jr.                                            | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1f. Elect Director Deborah J. Kissire                                                 | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1i. Elect Director Linda Johnson Rice                                                 | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Election - Director Election               | Elect Director                                                                   | 1k. Elect Director Valerie M. Williams                                                | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                     | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 3. Ratify KPMG LLP as Auditors                                                        | Against   |
| Omnicom Group Inc.       | 06-May-25    | USA        | G          | Director Related - Board Related                    | Require Independent Board Chair                                                  | 4. Require Independent Board Chair                                                    | For       |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                               | 5. Approve Discharge of Directors                                                     | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Director Election - Director Election - Bundled     | Elect Directors (Bundled)                                                        | 6. Elect Directors (Bundled)                                                          | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 8. Approve Remuneration Report                                                        | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                               | 10. Approve Share Repurchase                                                          | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 2. Approve Renewal of Authorized Share Capital and Related Authorizations and Waivers | Against   |
| Tenaris SA               | 06-May-25    | Luxembourg | G          | Company Articles - Article Amendments               | Amend Articles/Charter to Reflect Changes in Capital                             | 3. Amend Articles to Reflect Changes in Capital                                       | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.3. Elect Director Christie J.B. Clark                                               | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.5. Elect Director William A. Downe                                                  | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.6. Elect Director Janice Fukakusa                                                   | Against   |
| Loblaw Companies Limited | 06-May-25    | Canada     | G          | Director Election - Director Election               | Elect Director                                                                   | 1.12. Elect Director Galen G. Weston                                                  | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                            | Proposal Text                                                                          | Vote Cast |
|----------------------------------|--------------|--------|------------|-----------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------------------------------------|-----------|
| Loblaw Companies Limited         | 06-May-25    | Canada | E          | Environmental - Other                               | Report/Assess Environmental Impacts on Company and/or Community | 5. SP 2: Report on Food Waste Generated and Percentage Diverted from Landfills         | For       |
| Loblaw Companies Limited         | 06-May-25    | Canada | S          | Social - Health & Safety                            | Prepare Report on Health Care Reform                            | 6. SP 3: Oversee Independent Data Protection Impact Assessment of Healthcare Offerings | For       |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1a. Elect Director Paul C. Saville                                                     | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1b. Elect Director C. E. Andrews                                                       | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1d. Elect Director Alfred E. Festa                                                     | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1f. Elect Director Mel Martinez                                                        | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1g. Elect Director David A. Preiser                                                    | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1h. Elect Director W. Grady Rosier                                                     | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1i. Elect Director Susan Williamson Ross                                               | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                 | 2. Ratify KPMG LLP as Auditors                                                         | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| NVR, Inc.                        | 06-May-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings           | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting                 | For       |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1.6. Elect Director Rebecca Jacoby                                                     | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1.7. Elect Director Ian Paul Livingston                                                | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1.8. Elect Director Maria R. Morris                                                    | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                 | 3. Ratify Ernst & Young LLP as Auditors                                                | Against   |
| S&P Global Inc.                  | 07-May-25    | USA    | G          | Compensation - Compensation                         | Clawback of Incentive Payments                                  | 4. Amend Clawback Policy                                                               | For       |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1.1. Elect Director Cheryl K. Beebe                                                    | Against   |
| Packaging Corporation of America | 07-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                  | 1.3. Elect Director Karen E. Gowland                                                   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                     | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                    | Proposal Text                                                                                                                                                                                                                                  | Vote Cast |
|----------------------------------|--------------|---------|------------|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Packaging Corporation of America | 07-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                                          | 1.5. Elect Director Mark W. Kowizan                                                                                                                                                                                                            | Against   |
| Packaging Corporation of America | 07-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                                          | 1.6. Elect Director Robert C. Lyons                                                                                                                                                                                                            | Against   |
| Packaging Corporation of America | 07-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                                          | 1.7. Elect Director Samuel M. Mencoff                                                                                                                                                                                                          | Against   |
| Packaging Corporation of America | 07-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                                          | 1.8. Elect Director Roger B. Porter                                                                                                                                                                                                            | Against   |
| Packaging Corporation of America | 07-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                                          | 1.9. Elect Director Thomas S. Souleles                                                                                                                                                                                                         | Against   |
| Packaging Corporation of America | 07-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                                          | 1.10. Elect Director Paul T. Stecko                                                                                                                                                                                                            | Against   |
| Packaging Corporation of America | 07-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                         | 2. Ratify KPMG LLP as Auditors                                                                                                                                                                                                                 | Against   |
| Packaging Corporation of America | 07-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                          | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                                                                                                              | Against   |
| Gilead Sciences, Inc.            | 07-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                         | 2. Ratify Ernst & Young LLP as Auditors                                                                                                                                                                                                        | Against   |
| Gilead Sciences, Inc.            | 07-May-25    | USA     | G          | Director Related - Board Related                    | Require Independent Board Chair                                                                         | 5. Require Independent Board Chair                                                                                                                                                                                                             | For       |
| Gilead Sciences, Inc.            | 07-May-25    | USA     | S          | Social - Human Rights                               | Improve Human Rights Standards or Policies                                                              | 6. Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process                                                                                                                                                              | For       |
| Mercedes-Benz Group AG           | 07-May-25    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member                                                                          | 7.4. Elect Olaf Koch to the Supervisory Board                                                                                                                                                                                                  | Against   |
| Mercedes-Benz Group AG           | 07-May-25    | Germany | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights | 10. Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 500 Million Pool of Capital to Guarantee Conversion Rights | Against   |
| Mercedes-Benz Group AG           | 07-May-25    | Germany | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                             | 12. Approve Management Board Remuneration Policy                                                                                                                                                                                               | Abstain   |
| Mercedes-Benz Group AG           | 07-May-25    | Germany | G          | Routine Business - Routine Business                 | Allow Shareholder Meetings to be Held in Virtual-Only Format                                            | 14. Approve Virtual-Only Shareholder Meetings Until 2027                                                                                                                                                                                       | Against   |
| Arch Capital Group Ltd.          | 07-May-25    | Bermuda | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                          | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                                                                                                              | Against   |
| Arch Capital Group Ltd.          | 07-May-25    | Bermuda | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                         | 3. Ratify PricewaterhouseCoopers LLP as Auditors                                                                                                                                                                                               | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                     | Proposal Text                                                                                 | Vote Cast |
|--------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------|
| Centrica Plc | 08-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                           | 2. Approve Remuneration Report                                                                | Against   |
| Centrica Plc | 08-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                              | 3. Approve Remuneration Policy                                                                | Against   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.1. Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2024          | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.2. Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2024          | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.3. Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2024           | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.5. Approve Discharge of Supervisory Board Member Natalie Ardan for Fiscal Year 2024         | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.6. Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2024      | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.7. Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2024 | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.9. Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2024     | Abstain   |
| Talanx AG    | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.11. Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2024        | Abstain   |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                     | Proposal Text                                                                              | Vote Cast |
|-----------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-----------|
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.12. Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2024      | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.13. Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2024 | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.14. Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2024       | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.15. Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2024      | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.16. Approve Discharge of Supervisory Board Member Matthias Rickel for Fiscal Year 2024   | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.17. Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2024     | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.18. Approve Discharge of Supervisory Board Member Patrick Seidel for Fiscal Year 2024    | Abstain   |
| Talanx AG                         | 08-May-25    | Germany        | G          | Director Related - Discharge                        | Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION) | 4.19. Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2024   | Abstain   |
| InterContinental Hotels Group Plc | 08-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                              | 2. Approve Remuneration Policy                                                             | Against   |
| InterContinental Hotels Group Plc | 08-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                           | 3. Approve Remuneration Report                                                             | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                                    | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                                                                                         | Vote Cast |
|-------------------------------------------------|--------------|----------------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain          | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                                       | 1.4. Approve Discharge of Board                                                                                                                       | Against   |
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.1. Ratify Appointment of and Elect Isidro Faine Casas as Director                                                                                   | Against   |
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.2. Reelect Carmen Fernandez Rozado as Director                                                                                                      | Against   |
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain          | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                              | 3.2. Approve Remuneration Policy                                                                                                                      | Against   |
| ACS, Actividades de Construcción y Servicios SA | 08-May-25    | Spain          | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent | Against   |
| C.H. Robinson Worldwide, Inc.                   | 08-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                           | 1e. Elect Director Mary J. Steele Guilfoile                                                                                                           | Against   |
| C.H. Robinson Worldwide, Inc.                   | 08-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify Deloitte & Touche LLP as Auditors                                                                                                           | Against   |
| C.H. Robinson Worldwide, Inc.                   | 08-May-25    | USA            | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                                                 | 4. Amend Omnibus Stock Plan                                                                                                                           | Against   |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada         | G          | Director Election - Director Election               | Elect Director                                                                           | 1.6. Elect Director Ginette Maille                                                                                                                    | Withhold  |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada         | G          | Director Election - Director Election               | Elect Director                                                                           | 1.7. Elect Director Jacques Martin                                                                                                                    | Withhold  |
| iA Financial Corporation Inc.                   | 08-May-25    | Canada         | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify Deloitte LLP as Auditors                                                                                                                    | Withhold  |
| AbbVie Inc.                                     | 09-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director William H.L. Burnside                                                                                                              | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director Thomas C. Freyman                                                                                                                  | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                           | 1c. Elect Director Brett J. Hart                                                                                                                      | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                           | 1d. Elect Director Edward J. Rapp                                                                                                                     | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify Ernst & Young LLP as Auditors                                                                                                               | Against   |
| AbbVie Inc.                                     | 09-May-25    | USA            | G          | Corporate Governance - Shareholder Rights           | Adopt Simple Majority Vote                                                               | 5. Adopt Simple Majority Vote                                                                                                                         | For       |
| Colgate-Palmolive Company                       | 09-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director John T. Cahill                                                                                                                     | Against   |
| Colgate-Palmolive Company                       | 09-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                                                                      | Against   |
| Royalty Pharma Plc                              | 12-May-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                                           | 6a. Elect Director Pablo Legorreta                                                                                                                    | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                   | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                             | Proposal Text                                                                                     | Vote Cast |
|--------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------|
| Royalty Pharma Plc             | 12-May-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                                   | 6i. Elect Director Gregory Norden                                                                 | Against   |
| Royalty Pharma Plc             | 12-May-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                      | 10. Approve Remuneration Policy                                                                   | Against   |
| Royalty Pharma Plc             | 12-May-25    | United Kingdom | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | 15. Authorize Issue of Equity without Pre-emptive Rights                                          | Against   |
| Manhattan Associates, Inc.     | 13-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                   | 1a. Elect Director Thomas E. Noonan                                                               | Against   |
| Manhattan Associates, Inc.     | 13-May-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| Manhattan Associates, Inc.     | 13-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 3. Ratify Ernst & Young LLP as Auditors                                                           | Against   |
| Centene Corporation            | 13-May-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                                   | 1f. Elect Director Frederick H. Eppinger                                                          | Against   |
| Centene Corporation            | 13-May-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| Centene Corporation            | 13-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 3. Ratify KPMG LLP as Auditors                                                                    | Against   |
| Centene Corporation            | 13-May-25    | USA            | E          | Environmental - Climate                             | GHG Emissions                                                                    | 5. Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal               | Abstain   |
| Hilton Worldwide Holdings Inc. | 14-May-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                  | 2. Ratify Ernst & Young LLP as Auditors                                                           | Against   |
| Hilton Worldwide Holdings Inc. | 14-May-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| Credit Agricole SA             | 14-May-25    | France         | G          | Director Election - Director Election               | Elect Director                                                                   | 10. Reelect Dominique Lefebvre as Director                                                        | Against   |
| Credit Agricole SA             | 14-May-25    | France         | G          | Director Election - Director Election               | Elect Director                                                                   | 12. Reelect Jean-Pierre Gaillard as Director                                                      | Against   |
| Credit Agricole SA             | 14-May-25    | France         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                      | 16. Approve Remuneration Policy of Philippe Brassac, CEO from January 1, 2025 to May 14, 2025     | Against   |
| Credit Agricole SA             | 14-May-25    | France         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                      | 17. Approve Remuneration Policy of Olivier Gavalda, CEO from May 14, 2025 to December 31, 2025    | Against   |
| Credit Agricole SA             | 14-May-25    | France         | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                      | 18. Approve Remuneration Policy of Olivier Gavalda, Vice-CEO from January 1, 2025 to May 14, 2025 | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                       | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                                     | Vote Cast |
|------------------------------------|--------------|---------|------------|-----------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------|-----------|
| Credit Agricole SA                 | 14-May-25    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 19. Approve Remuneration Policy of Jérôme Grivet, Vice-CEO                                        | Against   |
| Credit Agricole SA                 | 14-May-25    | France  | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                    | 20. Approve Remuneration Policy of Xavier Musca, Vice-CEO from January 1, 2025 until May 14, 2025 | Against   |
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director John J. Amore                                                                 | Against   |
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director William F. Galtney Jr.                                                        | Against   |
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director John A. Graf                                                                  | Against   |
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Meryl Hartzband                                                               | Against   |
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director Gerri Losquadro                                                               | Against   |
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Hazel McNeilage                                                               | Against   |
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Roger M. Singer                                                               | Against   |
| Everest Group, Ltd.                | 14-May-25    | Bermuda | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director James (Jimmy) Dunne, III                                                       | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Linda A. Mills                                                                 | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Diana M. Murphy                                                                | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Juan Perez                                                                     | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                 | Against   |
| American International Group, Inc. | 14-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify PricewaterhouseCoopers LLP as Auditors                                                  | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Pamela Daley                                                                   | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Laurence D. Fink                                                               | Against   |
| BlackRock, Inc.                    | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director William E. Ford                                                                | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                    | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                                                           | Vote Cast |
|---------------------------------|--------------|---------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|-----------|
| BlackRock, Inc.                 | 15-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                       | Against   |
| BlackRock, Inc.                 | 15-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify Deloitte & Touche LLP as Auditors                                                                             | Against   |
| Martin Marietta Materials, Inc. | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1.6. Elect Director C. Howard Nye                                                                                       | Against   |
| Cheniere Energy, Inc.           | 15-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director G. Andrea Botta                                                                                      | Against   |
| Cheniere Energy, Inc.           | 15-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                       | Against   |
| Cheniere Energy, Inc.           | 15-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify KPMG LLP as Auditors                                                                                          | Against   |
| Otis Worldwide Corporation      | 15-May-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                       | Against   |
| Otis Worldwide Corporation      | 15-May-25    | USA     | S          | Social - Political Spending                         | Political Contributions Disclosure                                                       | 4. Report on Political Contributions and Expenditures                                                                   | For       |
| Keyera Corp.                    | 15-May-25    | Canada  | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director Jim Bertram                                                                                          | Withhold  |
| Keyera Corp.                    | 15-May-25    | Canada  | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                           | 2. Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration                                       | Withhold  |
| adidas AG                       | 15-May-25    | Germany | G          | Director Election - Director Election               | Elect Supervisory Board Member                                                           | 6. Elect Thomas Rabe to the Supervisory Board                                                                           | Against   |
| adidas AG                       | 15-May-25    | Germany | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 8. Approve Creation of EUR 20 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights | Against   |
| adidas AG                       | 15-May-25    | Germany | G          | Routine Business - Routine Business                 | Allow Shareholder Meetings to be Held in Virtual-Only Format                             | 9. Approve Virtual-Only Shareholder Meetings Until 2027                                                                 | Abstain   |
| Consolidated Edison, Inc.       | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director Timothy P. Cawley                                                                                    | Against   |
| Consolidated Edison, Inc.       | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1b. Elect Director John F. Killian                                                                                      | Against   |
| Consolidated Edison, Inc.       | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1e. Elect Director William J. Mulrow                                                                                    | Against   |
| Consolidated Edison, Inc.       | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1f. Elect Director Michael W. Ranger                                                                                    | Against   |
| Consolidated Edison, Inc.       | 19-May-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1i. Elect Director L. Frederick Sutherland                                                                              | Against   |
| Consolidated Edison, Inc.       | 19-May-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                                                        | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                  | Vote Cast |
|------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------|-----------|
| Baker Hughes Company         | 20-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.9. Elect Director Lorenzo Simonelli                                          | Against   |
| Baker Hughes Company         | 20-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Verisk Analytics, Inc.       | 20-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Bruce Hansen                                                | Against   |
| Verisk Analytics, Inc.       | 20-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Samuel G. Liss                                              | Against   |
| Verisk Analytics, Inc.       | 20-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director Therese M. Vaughan                                          | Against   |
| Verisk Analytics, Inc.       | 20-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                                    | Against   |
| Verisk Analytics, Inc.       | 20-May-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 8. Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | For       |
| BioMarin Pharmaceutical Inc. | 20-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                                 | Against   |
| BioMarin Pharmaceutical Inc. | 20-May-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                                    | Against   |
| JPMorgan Chase & Co.         | 20-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Stephen B. Burke                                            | Against   |
| JPMorgan Chase & Co.         | 20-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director James Dimon                                                 | Against   |
| JPMorgan Chase & Co.         | 20-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                               | Against   |
| JPMorgan Chase & Co.         | 20-May-25    | USA    | G          | Director Related - Board Related                    | Require Independent Board Chair                                | 4. Require Independent Board Chair                                             | For       |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Jeffrey P. Bezos                                            | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Edith W. Cooper                                             | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Jamie S. Gorelick                                           | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Jonathan J. Rubinstein                                      | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director Patricia Q. Stonesifer                                      | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                        | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Amazon.com, Inc.             | 21-May-25    | USA    | G          | Director Related - Board Related                    | Require Independent Board Chair                                | 4. Adopt Mandatory Policy Separating the Roles of CEO and Board Chair          | For       |

## Analysis of Votes Against Management (Continued)

| Company Name     | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                                                                             | Proposal Text                                                                                                                                      | Vote Cast |
|------------------|--------------|--------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Amazon.com, Inc. | 21-May-25    | USA    | E          | Environmental - Climate                             | GHG Emissions                                                                                                    | 7. Report on Impact of Data Centers on Climate Commitments                                                                                         | For       |
| Amazon.com, Inc. | 21-May-25    | USA    | E          | Environmental - Pollution                           | Recycling                                                                                                        | 9. Report on Efforts to Reduce Plastic Packaging                                                                                                   | For       |
| Amazon.com, Inc. | 21-May-25    | USA    | S          | Social - Health & Safety                            | Facility Safety                                                                                                  | 10. Commission Independent Audit and Report on Warehouse Working Conditions                                                                        | For       |
| CBRE Group, Inc. | 21-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1g. Elect Director Guy A. Metcalfe                                                                                                                 | Against   |
| CBRE Group, Inc. | 21-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                                  | 2. Ratify KPMG LLP as Auditors                                                                                                                     | Against   |
| CBRE Group, Inc. | 21-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                                   | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                  | Against   |
| Ipsen SA         | 21-May-25    | France | G          | Director Election - Director Election               | Elect Director                                                                                                   | 6. Reelect Antoine Flochel as Director                                                                                                             | Against   |
| Ipsen SA         | 21-May-25    | France | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                                                      | 12. Approve Remuneration Policy of CEO and Executive Corporate Officers                                                                            | Against   |
| Ipsen SA         | 21-May-25    | France | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights                                 | 21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital                    | Against   |
| Ipsen SA         | 21-May-25    | France | G          | Capitalization - Capital Structure - Placement      | Approve Issuance of Shares for a Private Placement                                                               | 22. Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement                                                        | Against   |
| Ipsen SA         | 21-May-25    | France | G          | Capitalization - Capital Issuance                   | Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above | 23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22 | Against   |
| Ipsen SA         | 21-May-25    | France | G          | Compensation - Equity Compensation Plan             | Approve Executive Share Option Plan                                                                              | 26. Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans                                                                      | Against   |
| Pinterest, Inc.  | 22-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1b. Elect Director Bill Ready                                                                                                                      | Against   |
| Pinterest, Inc.  | 22-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1c. Elect Director Benjamin W. Silbermann                                                                                                          | Against   |
| Pinterest, Inc.  | 22-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                                                   | 1d. Elect Director Salaam Coleman Smith                                                                                                            | Against   |
| Pinterest, Inc.  | 22-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                                                   | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                                                  | Against   |
| Pinterest, Inc.  | 22-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                                                  | 3. Ratify Ernst & Young LLP as Auditors                                                                                                            | Against   |
| Pinterest, Inc.  | 22-May-25    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors                                | 4. Amend Certificate of Incorporation to Provide for the Exculpation of Officers                                                                   | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name              | Meeting Date | Market    | ESG Pillar | Proposal Category                                   | Proposal Description                                            | Proposal Text                                                                               | Vote Cast |
|---------------------------|--------------|-----------|------------|-----------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------|-----------|
| The Home Depot, Inc.      | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                  | 1e. Elect Director J. Frank Brown                                                           | Against   |
| The Home Depot, Inc.      | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                  | 1f. Elect Director Edward P. Decker                                                         | Against   |
| The Home Depot, Inc.      | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                  | 1g. Elect Director Wayne M. Hewett                                                          | Against   |
| The Home Depot, Inc.      | 22-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                 | 2. Ratify KPMG LLP as Auditors                                                              | Against   |
| The Home Depot, Inc.      | 22-May-25    | USA       | G          | Director Related - Board Related                    | Require Independent Board Chair                                 | 4. Require Independent Board Chair                                                          | For       |
| The Home Depot, Inc.      | 22-May-25    | USA       | E          | Environmental - Other                               | Report/Assess Environmental Impacts on Company and/or Community | 5. Disclose a Biodiversity Impact and Dependency Assessment                                 | For       |
| The Home Depot, Inc.      | 22-May-25    | USA       | E          | Environmental - Pollution                           | Recycling                                                       | 6. Report on Efforts to Reduce Plastic Use                                                  | For       |
| VeriSign, Inc.            | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                  | 1.1. Elect Director D. James Bidzos                                                         | Against   |
| VeriSign, Inc.            | 22-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                  | 1.8. Elect Director Timothy Tomlinson                                                       | Against   |
| VeriSign, Inc.            | 22-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                 | 3. Ratify KPMG LLP as Auditors                                                              | Against   |
| Lennox International Inc. | 22-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| DuPont de Nemours, Inc.   | 22-May-25    | USA       | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation  | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                           | Against   |
| AIA Group Limited         | 23-May-25    | Hong Kong | G          | Director Election - Director Election               | Elect Director                                                  | 3. Elect George Yong-boon Yeo as Director                                                   | Against   |
| AIA Group Limited         | 23-May-25    | Hong Kong | G          | Director Election - Director Election               | Elect Director                                                  | 5. Elect Narongchai Akrasanee as Director                                                   | Against   |
| AIA Group Limited         | 23-May-25    | Hong Kong | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration  | 6. Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration | Against   |
| Amgen Inc.                | 23-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                  | 1b. Elect Director Robert A. Bradway                                                        | Against   |
| Amgen Inc.                | 23-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                  | 1e. Elect Director Robert A. Eckert                                                         | Against   |
| Amgen Inc.                | 23-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                 | 3. Ratify Ernst & Young LLP as Auditors                                                     | Against   |
| Howmet Aerospace Inc.     | 28-May-25    | USA       | G          | Director Election - Director Election               | Elect Director                                                  | 1h. Elect Director John C. Plant                                                            | Against   |
| Howmet Aerospace Inc.     | 28-May-25    | USA       | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                 | 2. Ratify PricewaterhouseCoopers LLP as Auditors                                            | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                                   | Proposal Text                                                             | Vote Cast |
|----------------------|--------------|--------|------------|-----------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------|
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.1. Elect Director Peggy Alford                                          | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.2. Elect Director Marc L. Andreessen                                    | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.3. Elect Director John Arnold                                           | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.5. Elect Director John Elkann                                           | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.6. Elect Director Andrew W. Houston                                     | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.7. Elect Director Nancy Killefer                                        | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.8. Elect Director Robert M. Kimmitt                                     | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.11. Elect Director Hock E. Tan                                          | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.12. Elect Director Tracey T. Travis                                     | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.14. Elect Director Tony Xu                                              | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1.15. Elect Director Mark Zuckerberg                                      | Withhold  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                        | 2. Ratify Ernst & Young LLP as Auditors                                   | Against   |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                             | 3. Approve Omnibus Stock Plan                                             | Against   |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation         | 4. Advisory Vote to Ratify Named Executive Officers' Compensation         | Against   |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote on Say on Pay Frequency                                  | 5. Advisory Vote on Say on Pay Frequency                                  | One Year  |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Non-Routine Business - Non-Routine Business         | Approve Recapitalization Plan for all Stock to Have One-vote per Share | 6. Approve Recapitalization Plan for all Stock to Have One-vote per Share | For       |
| Meta Platforms, Inc. | 28-May-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Proxy Voting Disclosure                                                | 7. Disclosure of Voting Results Based on Class of Shares                  | For       |
| Meta Platforms, Inc. | 28-May-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                        | 8. Report on Hate Targeting Marginalized Communities                      | For       |
| Meta Platforms, Inc. | 28-May-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                        | 9. Report on Child Safety and Harm Reduction                              | For       |
| Meta Platforms, Inc. | 28-May-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                        | 10. Report on Combatting Risks of Online Child Exploitation               | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                               | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                | Vote Cast |
|--------------------------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|------------------------------------------------------------------------------|-----------|
| Meta Platforms, Inc.                       | 28-May-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 11. Report on Risks of Unethical Use of External Data to Develop AI Products | For       |
| Meta Platforms, Inc.                       | 28-May-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                | 14. Report on Data Collection and Advertising Practices                      | For       |
| Arista Networks, Inc.                      | 30-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Charles Giancarlo                                        | Withhold  |
| Arista Networks, Inc.                      | 30-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Daniel Scheinman                                         | Withhold  |
| Arista Networks, Inc.                      | 30-May-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Yvonne Wassenaar                                         | Withhold  |
| Arista Networks, Inc.                      | 30-May-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation            | Against   |
| Arista Networks, Inc.                      | 30-May-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                      | Against   |
| Cognizant Technology Solutions Corporation | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Leo S. Mackay, Jr.                                        | Against   |
| Cognizant Technology Solutions Corporation | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1m. Elect Director Sandra S. Wijnberg                                        | Against   |
| Cognizant Technology Solutions Corporation | 03-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                             | Against   |
| Expedia Group, Inc.                        | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Barry Diller                                              | Withhold  |
| Expedia Group, Inc.                        | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Dara Khosrowshahi                                         | Withhold  |
| Expedia Group, Inc.                        | 03-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation            | Against   |
| Expedia Group, Inc.                        | 03-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                      | Against   |
| Booking Holdings Inc.                      | 03-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation            | Against   |
| Booking Holdings Inc.                      | 03-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                                  | Against   |
| Booking Holdings Inc.                      | 03-Jun-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 4. Reduce Ownership Threshold for Shareholders to Call Special Meeting       | For       |
| General Motors Company                     | 03-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Mary T. Barra                                             | Against   |
| GoDaddy Inc.                               | 04-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Herald Chen                                               | Against   |
| GoDaddy Inc.                               | 04-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Mark Garrett                                              | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                 | Vote Cast |
|-----------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------|-----------|
| GoDaddy Inc.                | 04-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation             | Against   |
| GoDaddy Inc.                | 04-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                       | Against   |
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Joseph Gebbia                                             | Withhold  |
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Jeffrey Jordan                                            | Withhold  |
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                              | Against   |
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation             | Against   |
| Airbnb, Inc.                | 04-Jun-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Proxy Voting Disclosure                                        | 4. Disclosure of Voting Results Based on Class of Shares                      | For       |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Alexander Karp                                            | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Stephen Cohen                                             | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Peter Thiel                                               | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Alexander Moore                                           | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Alexandra Schiff                                          | Withhold  |
| Palantir Technologies, Inc. | 05-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                       | Against   |
| PayPal Holdings, Inc.       | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Enrique J. Lores                                           | Against   |
| PayPal Holdings, Inc.       | 05-Jun-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                                   | Against   |
| PayPal Holdings, Inc.       | 05-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify PricewaterhouseCoopers LLP as Auditors                              | Against   |
| PayPal Holdings, Inc.       | 05-Jun-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 6. Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10% | For       |
| Walmart Inc.                | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Timothy P. Flynn                                           | Against   |
| Walmart Inc.                | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Carla A. Harris                                            | Against   |
| Walmart Inc.                | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director Gregory B. Penner                                          | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name           | Meeting Date | Market  | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                                                             | Vote Cast |
|------------------------|--------------|---------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-----------|
| Walmart Inc.           | 05-Jun-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 2. Ratify Ernst & Young LLP as Auditors                                                                                   | Against   |
| Walmart Inc.           | 05-Jun-25    | USA     | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                         | Against   |
| Walmart Inc.           | 05-Jun-25    | USA     | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                                          | 5. Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use | For       |
| Walmart Inc.           | 05-Jun-25    | USA     | E          | Environmental - Pollution                           | Recycling                                                                                | 6. Report on Reduction of Plastic Packaging and Recyclability Claims                                                      | For       |
| Walmart Inc.           | 05-Jun-25    | USA     | S          | Social - Diversity, Equity, & Inclusion             | Racial Equity and/or Civil Rights Audit                                                  | 8. Conduct and Report a Third-Party Racial Equity Audit                                                                   | Abstain   |
| Walmart Inc.           | 05-Jun-25    | USA     | S          | Social - Health & Safety                            | Facility Safety                                                                          | 10. Report on Health and Safety Governance                                                                                | For       |
| EMCOR Group, Inc.      | 05-Jun-25    | USA     | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                          | 3. Ratify Ernst & Young LLP as Auditors                                                                                   | Against   |
| Scout24 SE             | 05-Jun-25    | Germany | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 6. Approve Remuneration Report                                                                                            | Against   |
| Scout24 SE             | 05-Jun-25    | Germany | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10a. Approve Creation of EUR 15 Million Pool of Authorized Capital 2025/1 with or without Exclusion of Preemptive Rights  | Abstain   |
| Scout24 SE             | 05-Jun-25    | Germany | G          | Capitalization - Capital Issuance                   | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights          | 10b. Approve Creation of EUR 7.5 Million Pool of Authorized Capital 2025/2 with Preemptive Rights                         | Abstain   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Director Election - Director Election               | Elect Director                                                                           | 1j. Elect Director David S. Regnery                                                                                       | Against   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Director Election - Director Election               | Elect Director                                                                           | 1l. Elect Director John P. Surma                                                                                          | Against   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Audit Related - Auditor Related                     | Approve Auditors and Authorize Board to Fix Their Remuneration                           | 3. Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration                                         | Against   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 4. Authorize Issue of Equity                                                                                              | Against   |
| Trane Technologies Plc | 05-Jun-25    | Ireland | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights         | 5. Authorize Issue of Equity without Pre-emptive Rights                                                                   | Against   |
| Netflix, Inc.          | 05-Jun-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1a. Elect Director Richard N. Barton                                                                                      | Against   |
| Netflix, Inc.          | 05-Jun-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1c. Elect Director Reed Hastings                                                                                          | Against   |
| Netflix, Inc.          | 05-Jun-25    | USA     | G          | Director Election - Director Election               | Elect Director                                                                           | 1d. Elect Director Jay C. Hoag                                                                                            | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name  | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                                   | Proposal Text                                                                          | Vote Cast |
|---------------|--------------|--------|------------|-----------------------------------------------------|------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-----------|
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1e. Elect Director Leslie Kilgore                                                      | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1f. Elect Director Strive Masiyiwa                                                     | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1g. Elect Director Ann Mather                                                          | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1i. Elect Director Susan E. Rice                                                       | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1k. Elect Director Bradford L. Smith                                                   | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                        | 2. Ratify Ernst & Young LLP as Auditors                                                | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation         | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| Netflix, Inc. | 05-Jun-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings                  | 5. Reduce Ownership Threshold for Shareholders to Call Special Meeting                 | For       |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1a. Elect Director Larry Page                                                          | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1b. Elect Director Sergey Brin                                                         | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1c. Elect Director Sundar Pichai                                                       | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1d. Elect Director John L. Hennessy                                                    | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1e. Elect Director Frances H. Arnold                                                   | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1g. Elect Director L. John Doerr                                                       | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1i. Elect Director K. Ram Shriram                                                      | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                         | 1j. Elect Director Robin L. Washington                                                 | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                        | 2. Ratify Ernst & Young LLP as Auditors                                                | Against   |
| Alphabet Inc. | 06-Jun-25    | USA    | G          | Non-Routine Business - Non-Routine Business         | Approve Recapitalization Plan for all Stock to Have One-vote per Share | 8. Approve Recapitalization Plan for all Stock to Have One-vote per Share              | For       |
| Alphabet Inc. | 06-Jun-25    | USA    | S          | Social - Human Rights                               | Operations in High Risk Countries                                      | 9. Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries | For       |
| Alphabet Inc. | 06-Jun-25    | USA    | S          | Social - Miscellaneous                              | Miscellaneous Proposal - Social                                        | 11. Report on Risks of Improper Use of External Data in Development of AI Products     | For       |

## Analysis of Votes Against Management (Continued)

| Company Name                      | Meeting Date | Market | ESG Pillar | Proposal Category                                               | Proposal Description                                           | Proposal Text                                                                  | Vote Cast |
|-----------------------------------|--------------|--------|------------|-----------------------------------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------|-----------|
| Alphabet Inc.                     | 06-Jun-25    | USA    | S          | Social - Human Rights                                           | Human Rights Risk Assessment                                   | 12. Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising | For       |
| Alphabet Inc.                     | 06-Jun-25    | USA    | S          | Social - Political Spending                                     | Political Lobbying Disclosure                                  | 13. Report on Lobbying and Child Safety Online                                 | For       |
| Alphabet Inc.                     | 06-Jun-25    | USA    | S          | Social - Miscellaneous                                          | Miscellaneous Proposal - Social                                | 14. Adopt Metrics Evaluating YouTube Child Safety Policies                     | For       |
| Twilio Inc.                       | 10-Jun-25    | USA    | G          | Audit Related - Auditor Related                                 | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                                 | Against   |
| Twilio Inc.                       | 10-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Chipotle Mexican Grill, Inc.      | 11-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Chipotle Mexican Grill, Inc.      | 11-Jun-25    | USA    | G          | Audit Related - Auditor Related                                 | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                        | Against   |
| Chipotle Mexican Grill, Inc.      | 11-Jun-25    | USA    | G          | Director Related - Board Related                                | Require Independent Board Chair                                | 4. Require Independent Board Chair                                             | For       |
| Roku, Inc.                        | 11-Jun-25    | USA    | G          | Director Election - Director Election                           | Elect Director                                                 | 1c. Elect Director Ray Rothrock                                                | Withhold  |
| Roku, Inc.                        | 11-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Roku, Inc.                        | 11-Jun-25    | USA    | G          | Audit Related - Auditor Related                                 | Ratify Auditors                                                | 4. Ratify Deloitte & Touche LLP as Auditors                                    | Against   |
| Williams-Sonoma, Inc.             | 11-Jun-25    | USA    | G          | Director Election - Director Election                           | Elect Director                                                 | 1.7. Elect Director William Ready                                              | Against   |
| Williams-Sonoma, Inc.             | 11-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |
| Williams-Sonoma, Inc.             | 11-Jun-25    | USA    | G          | Audit Related - Auditor Related                                 | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                                    | Against   |
| Fidelity National Financial, Inc. | 11-Jun-25    | USA    | G          | Director Election - Director Election                           | Elect Director                                                 | 1.2. Elect Director Daniel D. (Ron) Lane                                       | Withhold  |
| Fidelity National Financial, Inc. | 11-Jun-25    | USA    | G          | Director Election - Director Election                           | Elect Director                                                 | 1.3. Elect Director Cary H. Thompson                                           | Withhold  |
| Fidelity National Financial, Inc. | 11-Jun-25    | USA    | G          | Strategic Transactions - Corporate Transactions/Reorganizations | Change Jurisdiction of Incorporation [ ]                       | 2. Change State of Incorporation from Delaware to Nevada                       | Against   |
| Fidelity National Financial, Inc. | 11-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation             | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Advisory Vote to Ratify Named Executive Officers' Compensation              | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name        | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|---------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Toyota Motor Corp.  | 12-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Toyoda, Akio                                  | Against   |
| Tesco Plc           | 12-Jun-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 5. Elect Chris Kennedy as Director                                | Against   |
| Toast, Inc.         | 13-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Paul Bell                                      | Withhold  |
| Toast, Inc.         | 13-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Hilarie Koplow-McAdams                         | Withhold  |
| Toast, Inc.         | 13-Jun-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Synchrony Financial | 17-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Jeffrey G. Naylor                              | Against   |
| Synchrony Financial | 17-Jun-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| MetLife, Inc.       | 17-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Carla A. Harris                                | Against   |
| MetLife, Inc.       | 17-Jun-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Deloitte & Touche LLP as Auditors                       | Against   |
| Trimble Inc.        | 17-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Borje Ekholm                                  | Withhold  |
| Trimble Inc.        | 17-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Mark S. Peek                                  | Withhold  |
| Veeva Systems Inc.  | 18-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Mark Carges                                    | Against   |
| Veeva Systems Inc.  | 18-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Priscilla Hung                                 | Against   |
| Veeva Systems Inc.  | 18-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Gordon Ritter                                  | Against   |
| Veeva Systems Inc.  | 18-Jun-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Paul Sekhri                                    | Against   |
| Veeva Systems Inc.  | 18-Jun-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| KDDI Corp.          | 18-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                 | 3.1. Elect Director Takahashi, Makoto                             | Against   |
| KDDI Corp.          | 18-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                 | 3.2. Elect Director Matsuda, Hiromichi                            | Against   |
| KDDI Corp.          | 18-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                 | 3.3. Elect Director Kuwahara, Yasuaki                             | Against   |
| KDDI Corp.          | 18-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                 | 3.4. Elect Director Saishoji, Nanae                               | Against   |
| KDDI Corp.          | 18-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                 | 3.5. Elect Director Takezawa, Hiroshi                             | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|-----------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| KDDI Corp.                  | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.6. Elect Director Katsuki, Tomohiko                             | Against   |
| KDDI Corp.                  | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.7. Elect Director Yamaguchi, Goro                               | Against   |
| KDDI Corp.                  | 18-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.8. Elect Director Yamamoto, Keiji                               | Against   |
| Autodesk, Inc.              | 18-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director John T. Cahill                                 | Against   |
| Autodesk, Inc.              | 18-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1j. Elect Director Stacy J. Smith                                 | Against   |
| Autodesk, Inc.              | 18-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                           | Against   |
| Autodesk, Inc.              | 18-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Autodesk, Inc.              | 18-Jun-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Bureau Veritas SA           | 19-Jun-25    | France | G          | Director Election - Director Election               | Elect Director                                                 | 5. Reelect Laurent Mignon as Director                             | Against   |
| Bureau Veritas SA           | 19-Jun-25    | France | G          | Director Election - Director Election               | Elect Director                                                 | 8. Reelect Jérôme Michiels as Director                            | Against   |
| Ajinomoto Co., Inc.         | 20-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.11. Elect Director Matsuzawa, Takumi                            | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Takasaki, Hideo                               | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.2. Elect Director Miki, Yosuke                                  | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.3. Elect Director Iseyama, Yasuhiro                             | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.4. Elect Director Owaki, Yasuhito                               | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.5. Elect Director Akagi, Tatsuya                                | Against   |
| Nitto Denko Corp.           | 20-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.6. Elect Director Furuse, Yoichiro                              | Against   |
| Daiichi Sankyo Co., Ltd.    | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Manabe, Sunao                                 | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Komiya, Satoru                                | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.2. Elect Director Okada, Kenji                                  | Against   |
| Tokio Marine Holdings, Inc. | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.3. Elect Director Yamamoto, Kichiichiro                         | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                                              | Proposal Text                                                                                                  | Vote Cast |
|------------------------------|--------------|--------|------------|-----------------------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|-----------|
| Tokio Marine Holdings, Inc.  | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 2.4. Elect Director Fujita, Keiko                                                                              | Against   |
| Tokio Marine Holdings, Inc.  | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 2.5. Elect Director Shirota, Hiroaki                                                                           | Against   |
| Tokio Marine Holdings, Inc.  | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 2.8. Elect Director Katanozaka, Shinya                                                                         | Against   |
| Tokio Marine Holdings, Inc.  | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 2.10. Elect Director Shindo, Kosei                                                                             | Against   |
| Tokio Marine Holdings, Inc.  | 23-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 2.13. Elect Director Koike, Masahiro                                                                           | Against   |
| Mastercard Incorporated      | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1a. Elect Director Merit E. Janow                                                                              | Against   |
| Mastercard Incorporated      | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1d. Elect Director Julius Genachowski                                                                          | Against   |
| Mastercard Incorporated      | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1e. Elect Director Choon Phong Goh                                                                             | Against   |
| Mastercard Incorporated      | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1f. Elect Director Oki Matsumoto                                                                               | Against   |
| Mastercard Incorporated      | 24-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                   | 3. Ratify PricewaterhouseCoopers LLP as Auditors                                                               | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1b. Elect Director L. John Doerr                                                                               | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1c. Elect Director Andy Fang                                                                                   | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1d. Elect Director Diego Piacentini                                                                            | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                    | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                              | Against   |
| DoorDash, Inc.               | 24-Jun-25    | USA    | G          | Director Related - Board Related                    | Issue Updated Indemnification, Liability and Exculpation Agreements for Directors | 4. Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation | Against   |
| Mizuho Financial Group, Inc. | 24-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 1.1. Elect Director Kobayashi, Yoshimitsu                                                                      | Against   |
| Mizuho Financial Group, Inc. | 24-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 1.9. Elect Director Imai, Seiji                                                                                | Against   |
| Mizuho Financial Group, Inc. | 24-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                    | 1.11. Elect Director Kihara, Masahiro                                                                          | Against   |
| Mizuho Financial Group, Inc. | 24-Jun-25    | Japan  | G          | Director Related - Board Related                    | Company-Specific Board-Related                                                    | 2. Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee                    | For       |
| NVIDIA Corporation           | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                    | 1a. Elect Director Robert K. Burgess                                                                           | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|--------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Tench Coxo                                     | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Dawn Hudson                                    | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Harvey C. Jones                                | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1i. Elect Director Stephen C. Neal                                | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director A. Brooke Seawell                              | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1m. Elect Director Mark A. Stevens                                | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| NVIDIA Corporation | 25-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| Hitachi Ltd.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Ihara, Katsumi                                | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Goto, Munetoshi                               | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.2. Elect Director Kaneko, Tetsuhisa                             | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.3. Elect Director Tsuchiya, Takashi                             | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.4. Elect Director Yoshida, Masaki                               | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.5. Elect Director Omote, Takashi                                | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.6. Elect Director Otsu, Yukihiro                                | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.7. Elect Director Inuzuka, Yoshihisa                            | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.8. Elect Director Kawase, Hideyuki                              | Against   |
| Makita Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 3.1. Elect Director and Audit Committee Member Tsuzuki, Koji      | Against   |
| Subaru Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Osaki, Atsushi                                | Against   |
| Subaru Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.2. Elect Director Hayata, Fumiaki                               | Against   |
| Subaru Corp.       | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.3. Elect Director Nakamura, Tomomi                              | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                         | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                                                 | Proposal Text                                                     | Vote Cast |
|--------------------------------------|--------------|--------|------------|-----------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Subaru Corp.                         | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.4. Elect Director Fujinuki, Tetsuo                              | Against   |
| Subaru Corp.                         | 25-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.5. Elect Director Toda, Shinsuke                                | Against   |
| Dell Technologies Inc.               | 26-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                       | 1.1. Elect Director Michael S. Dell                               | Withhold  |
| Dell Technologies Inc.               | 26-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                       | 1.2. Elect Director David W. Dorman                               | Withhold  |
| Dell Technologies Inc.               | 26-Jun-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                                       | 1.6. Elect Director Ellen J. Kullman                              | Withhold  |
| Dell Technologies Inc.               | 26-Jun-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                                      | 2. Ratify PricewaterhouseCoopers LLP as Auditors                  | Against   |
| Dell Technologies Inc.               | 26-Jun-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                       | 3. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Kajima Corp.                         | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.1. Elect Director Oshimi, Yoshikazu                             | Against   |
| Kajima Corp.                         | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.2. Elect Director Amano, Hiromasa                               | Against   |
| Kajima Corp.                         | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.3. Elect Director Koshijima, Keisuke                            | Against   |
| Kajima Corp.                         | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.4. Elect Director Kazama, Masaru                                | Against   |
| Kajima Corp.                         | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.5. Elect Director Ishikawa, Hiroshi                             | Against   |
| Kajima Corp.                         | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.6. Elect Director Katsumi, Takeshi                              | Against   |
| Kajima Corp.                         | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.7. Elect Director Kumano, Takashi                               | Against   |
| Kajima Corp.                         | 27-Jun-25    | Japan  | G          | Director Related - Statutory Auditor                | Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration] | 3. Appoint Statutory Auditor Suzuki, Kazushi                      | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.3. Elect Director Nomoto, Hirofumi                              | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.5. Elect Director Shimizu, Hiroshi                              | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.9. Elect Director Ueda, Teruhisa                                | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.10. Elect Director Shinke, Ryoichi                              | Against   |
| Mitsubishi UFJ Financial Group, Inc. | 27-Jun-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                                       | 2.11. Elect Director Yasuda, Takayuki                             | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                          | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                                     | Proposal Text                                                                               | Vote Cast |
|---------------------------------------|--------------|----------------|------------|-----------------------------------------------------|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|-----------|
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.12. Elect Director Mike, Kanetsugu                                                        | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.13. Elect Director Kamezawa, Hironori                                                     | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.14. Elect Director Hanzawa, Junichi                                                       | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.15. Elect Director Kobayashi, Makoto                                                      | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.16. Elect Director Kubota, Hiroshi                                                        | Against   |
| Mitsubishi UFJ Financial Group, Inc.  | 27-Jun-25    | Japan          | G          | Director Related - Board Related                    | Company-Specific Board-Related                                                           | 3. Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee | For       |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.1. Elect Director Takashima, Makoto                                                       | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.2. Elect Director Nakashima, Toru                                                         | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.3. Elect Director Kudo, Teiko                                                             | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.4. Elect Director Anchi, Kazuyuki                                                         | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.5. Elect Director Isshiki, Toshihiro                                                      | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.6. Elect Director Matsugasaki, Honami                                                     | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Election - Director Election               | Elect Director                                                                           | 2.10. Elect Director Teshirogi, Isao                                                        | Against   |
| Sumitomo Mitsui Financial Group, Inc. | 27-Jun-25    | Japan          | G          | Director Related - Board Related                    | Company-Specific Board-Related                                                           | 3. Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee | For       |
| Industria de Diseno Textil SA         | 15-Jul-25    | Spain          | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                                       | 1.b. Approve Discharge of Board                                                             | Against   |
| Experian Plc                          | 16-Jul-25    | Jersey         | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation                           | 2. Approve Remuneration Report                                                              | Against   |
| Singapore Airlines Limited            | 25-Jul-25    | Singapore      | G          | Director Election - Director Election               | Elect Director                                                                           | 3a. Elect Peter Seah Lim Huat as Director                                                   | Against   |
| Singapore Airlines Limited            | 25-Jul-25    | Singapore      | G          | Director Election - Director Election               | Elect Director                                                                           | 3b. Elect Goh Choon Phong as Director                                                       | Against   |
| Singapore Airlines Limited            | 25-Jul-25    | Singapore      | G          | Capitalization - Capital Issuance                   | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 6. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Against   |
| Wise Plc                              | 28-Jul-25    | United Kingdom | G          | Company Articles - Article Amendments               | Amend Articles/Bylaws/Charter -- Organization-Related                                    | 2. Amend Articles of Association                                                            | Abstain   |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                                       | Proposal Text                                                                                                            | Vote Cast |
|-----------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|-----------|
| Wise Plc                    | 28-Jul-25    | United Kingdom | G          | Company Articles - Article Amendments               | Adopt New Articles of Association/Charter                                  | 4. Adopt New Articles of Association                                                                                     | Abstain   |
| McKesson Corporation        | 30-Jul-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                            | 2. Ratify Deloitte & Touche LLP as Auditors                                                                              | Against   |
| Dynatrace, Inc.             | 20-Aug-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                             | 1b. Elect Director Amol Kulkarni                                                                                         | Against   |
| Dynatrace, Inc.             | 20-Aug-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                                                        | Against   |
| Prosus NV                   | 20-Aug-25    | Netherlands    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 2.. Approve Remuneration Report                                                                                          | Against   |
| Prosus NV                   | 20-Aug-25    | Netherlands    | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                         | 5.. Approve Discharge of Executive Directors                                                                             | Against   |
| Prosus NV                   | 20-Aug-25    | Netherlands    | G          | Director Related - Discharge                        | Approve Discharge of Board and President (Bundled)                         | 6.. Approve Discharge of Non-Executive Directors                                                                         | Against   |
| Prosus NV                   | 20-Aug-25    | Netherlands    | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration Policy                                                | 7.. Approve Remuneration Policy                                                                                          | Against   |
| Prosus NV                   | 20-Aug-25    | Netherlands    | G          | Director Election - Director Election               | Elect Director                                                             | 11.1.. Reelect Koos Bekker as Director                                                                                   | Against   |
| Prosus NV                   | 20-Aug-25    | Netherlands    | G          | Director Election - Director Election               | Elect Director                                                             | 11.4. Reelect Steve Pacak as Director                                                                                    | Against   |
| Prosus NV                   | 20-Aug-25    | Netherlands    | G          | Capitalization - Capital Structure - Repurchase     | Authorize Share Repurchase Program                                         | 15.. Authorize Repurchase of Shares                                                                                      | Against   |
| Logitech International S.A. | 09-Sep-25    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                                                        | Against   |
| Logitech International S.A. | 09-Sep-25    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 3. Approve Remuneration Report                                                                                           | Against   |
| Logitech International S.A. | 09-Sep-25    | Switzerland    | G          | Director Election - Director Election               | Elect Director                                                             | 8.I. Elect Director Kwok Wang Ng                                                                                         | Against   |
| Logitech International S.A. | 09-Sep-25    | Switzerland    | G          | Director Related - Committee Election               | Elect Member of Remuneration Committee                                     | 10.B. Appoint Kwok Wang Ng as Member of the Compensation Committee                                                       | Against   |
| Logitech International S.A. | 09-Sep-25    | Switzerland    | G          | Compensation - Remuneration Policy & Implementation | Approve Remuneration of Executive Directors and/or Non-Executive Directors | 12. Approve Remuneration of Executive Committee in the Amount of USD 28,302,000                                          | Against   |
| Logitech International S.A. | 09-Sep-25    | Switzerland    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                            | 13. Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2026 | Against   |
| Wise Plc                    | 25-Sep-25    | United Kingdom | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation             | 2. Approve Remuneration Report                                                                                           | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name                 | Meeting Date | Market         | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                          | Vote Cast |
|------------------------------|--------------|----------------|------------|-----------------------------------------------------|----------------------------------------------------------------|------------------------------------------------------------------------|-----------|
| Wise Plc                     | 25-Sep-25    | United Kingdom | G          | Director Election - Director Election               | Elect Director                                                 | 7. Re-elect Kristo Kaarmann as Director                                | Against   |
| The Procter & Gamble Company | 14-Oct-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Deloitte & Touche LLP as Auditors                            | Against   |
| The Procter & Gamble Company | 14-Oct-25    | USA            | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 4. Approve Omnibus Stock Plan                                          | Against   |
| Brambles Limited             | 23-Oct-25    | Australia      | G          | Director Election - Director Election               | Elect Director                                                 | 4. Elect Maxine Nicole Brenner as Director                             | Against   |
| Fortescue Ltd.               | 31-Oct-25    | Australia      | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 6. Approve Grant of Performance Rights to Dino Otranto                 | Against   |
| Fortescue Ltd.               | 31-Oct-25    | Australia      | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 7. Approve Issuance of Performance Rights to Agustin Pichot            | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Eric K. Brandt                                      | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Michael R. Cannon                                   | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director Abhijit Y. Talwalkar                                | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA            | G          | Compensation - Equity Compensation Plan             | Approve Omnibus Stock Plan                                     | 3. Approve Omnibus Stock Plan                                          | Against   |
| Lam Research Corporation     | 04-Nov-25    | USA            | G          | Corporate Governance - Shareholder Rights           | Amend Articles/Bylaws/Charter - Call Special Meetings          | 6. Reduce Ownership Threshold for Shareholders to Call Special Meeting | For       |
| Cardinal Health, Inc.        | 05-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Jason M. Hollar                                     | Against   |
| Cardinal Health, Inc.        | 05-Nov-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                | Against   |
| KLA Corporation              | 05-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Robert Calderoni                                   | Against   |
| KLA Corporation              | 05-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Kevin Kennedy                                      | Against   |
| KLA Corporation              | 05-Nov-25    | USA            | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify PricewaterhouseCoopers LLP as Auditors                       | Against   |
| KLA Corporation              | 05-Nov-25    | USA            | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation      | Against   |
| Tesla, Inc.                  | 06-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Ira Ehrenpreis                                      | Against   |
| Tesla, Inc.                  | 06-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Joe Gebbia                                          | Against   |
| Tesla, Inc.                  | 06-Nov-25    | USA            | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Kathleen Wilson-Thompson                            | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name       | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                          | Vote Cast |
|--------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|----------------------------------------------------------------------------------------|-----------|
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 3. Amend Omnibus Stock Plan                                                            | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Compensation - Equity Compensation Plan             | Approve Share Plan Grant                                       | 4. Approve Issuance of Common Stock to Elon Musk Pursuant to CEO Performance Award     | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 5. Ratify PricewaterhouseCoopers LLP as Auditors                                       | Against   |
| Tesla, Inc.        | 06-Nov-25    | USA    | S          | Social - Human Rights                               | Human Rights Risk Assessment                                   | 9. Report on the Use of Child Labor in Connection with Electric Vehicles               | For       |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Director Related - Board Related                    | Declassify the Board of Directors                              | 12. Declassify the Board of Directors                                                  | For       |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Adopt Simple Majority Vote                                     | 13. Reduce Supermajority Vote Requirement                                              | For       |
| Tesla, Inc.        | 06-Nov-25    | USA    | G          | Company Articles - Board Related Amendments         | Amend Articles Board-Related                                   | 14. Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors | For       |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1a. Elect Director Lachlan K. Murdoch                                                  | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director William A. Burck                                                    | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1d. Elect Director Chase Carey                                                         | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Margaret "Peggy" L. Johnson                                         | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Paul D. Ryan                                                        | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                      | Against   |
| Fox Corporation    | 14-Nov-25    | USA    | G          | Corporate Governance - Shareholder Rights           | Adopt Simple Majority Vote                                     | 6. Adopt Simple Majority Vote                                                          | For       |
| Oracle Corporation | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Awo Ablo                                                           | Withhold  |
| Oracle Corporation | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director Jeffrey S. Berg                                                    | Withhold  |
| Oracle Corporation | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Michael J. Boskin                                                  | Withhold  |
| Oracle Corporation | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Safra A. Catz                                                      | Withhold  |
| Oracle Corporation | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Bruce R. Chizen                                                    | Withhold  |

## Analysis of Votes Against Management (Continued)

| Company Name                | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                     | Vote Cast |
|-----------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------|-----------|
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director George H. Conrades                            | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Lawrence J. Ellison                           | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.9. Elect Director Jeffrey O. Henley                             | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.12. Elect Director Naomi O. Seligman                            | Withhold  |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Oracle Corporation          | 18-Nov-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                           | Against   |
| ResMed Inc.                 | 19-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1e. Elect Director Michael "Mick" Farrell                         | Against   |
| ResMed Inc.                 | 19-Nov-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify KPMG LLP as Auditors                                    | Against   |
| ResMed Inc.                 | 19-Nov-25    | USA    | G          | Compensation - Equity Compensation Plan             | Amend Omnibus Stock Plan                                       | 4. Amend Omnibus Stock Plan                                       | Against   |
| Western Digital Corporation | 20-Nov-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1h. Elect Director Irving Tan                                     | Against   |
| Western Digital Corporation | 20-Nov-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation | Against   |
| Western Digital Corporation | 20-Nov-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 4. Ratify KPMG LLP as Auditors                                    | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Company Articles - Article Amendments               | Amend Articles to: (Japan)                                     | 1. Amend Articles to Amend Provisions on Number of Directors      | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.1. Elect Director Yanai, Tadashi                                | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.4. Elect Director Kathy Mitsuko Koll                            | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.8. Elect Director Okazaki, Takeshi                              | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.9. Elect Director Yanai, Kazumi                                 | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.10. Elect Director Yanai, Koji                                  | Against   |
| Fast Retailing Co., Ltd.    | 27-Nov-25    | Japan  | G          | Director Election - Director Election               | Elect Director                                                 | 2.11. Elect Director Tsukagoshi, Daisuke                          | Against   |
| Copart, Inc.                | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.1. Elect Director Willis J. Johnson                             | Against   |
| Copart, Inc.                | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.2. Elect Director A. Jayson Adair                               | Against   |

## Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market | ESG Pillar | Proposal Category                                   | Proposal Description                                           | Proposal Text                                                                       | Vote Cast |
|--------------------------|--------------|--------|------------|-----------------------------------------------------|----------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------|
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.3. Elect Director Matt Blunt                                                      | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.4. Elect Director Steven D. Cohan                                                 | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.5. Elect Director Daniel J. Englander                                             | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.6. Elect Director James E. Meeks                                                  | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.7. Elect Director Thomas N. Tryforos                                              | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.8. Elect Director Diane M. Morefield                                              | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.10. Elect Director Cherylyn Harley LeBon                                          | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1.11. Elect Director Carl D. Sparks                                                 | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |
| Copart, Inc.             | 05-Dec-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Ernst & Young LLP as Auditors                                             | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1b. Elect Director Hugh F. Johnston                                                 | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1c. Elect Director Teri L. List                                                     | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1f. Elect Director Satya Nadella                                                    | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1g. Elect Director Sandra E. Peterson                                               | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Director Election - Director Election               | Elect Director                                                 | 1k. Elect Director John W. Stanton                                                  | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 3. Ratify Deloitte & Touche LLP as Auditors                                         | Against   |
| Microsoft Corporation    | 05-Dec-25    | USA    | S          | Social - Human Rights                               | Operations in High Risk Countries                              | 8. Report on Risks of Operating in Countries with Significant Human Rights Concerns | For       |
| Microsoft Corporation    | 05-Dec-25    | USA    | S          | Social - Human Rights                               | Human Rights Risk Assessment                                   | 9. Human Rights Risk Assessment                                                     | For       |
| Palo Alto Networks, Inc. | 09-Dec-25    | USA    | G          | Audit Related - Auditor Related                     | Ratify Auditors                                                | 2. Ratify Ernst & Young LLP as Auditors                                             | Against   |
| Palo Alto Networks, Inc. | 09-Dec-25    | USA    | G          | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Advisory Vote to Ratify Named Executive Officers' Compensation                   | Against   |



### Analysis of Votes Against Management (Continued)

| Company Name             | Meeting Date | Market | ESG Pillar | Proposal Category                | Proposal Description              | Proposal Text                        | Vote Cast |
|--------------------------|--------------|--------|------------|----------------------------------|-----------------------------------|--------------------------------------|-----------|
| Palo Alto Networks, Inc. | 09-Dec-25    | USA    | G          | Director Related - Board Related | Declassify the Board of Directors | 6. Declassify the Board of Directors | For       |

### Unvoted Meetings

| Company Name                                  | Meeting Date | Meeting Type | Market  | Meeting ID |
|-----------------------------------------------|--------------|--------------|---------|------------|
| Muenchener Rueckversicherungs-Gesellschaft AG | 30-Apr-25    | Annual       | Germany | 1925780    |