

POLÍTICA DE IMPLICACIÓN & INFORME ANUAL

DZ RENTA VARIABLE GLOBAL, 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 accionarial:

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 redundan 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 redundan 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*:	206
<hr/>	
- Voto ejercido en Juntas de Accionistas con derecho a voto:	205
<hr/>	
% Votos en contra 26.6%	

() 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	206	-
Número de juntas en las que se ha ejercido el voto	205	98,15%
Número de elementos con derecho a votación	3.034	-
Número de elementos votados	2.978	98,15%
Número de votos a favor	2.078	69,78%
Número de votos en contra	792	26,60%
Número de votos en abstención	44	1,48%
Número de votos "Withhold"	60	2,01%
Número de votos a favor de la política	2.824	94,83%
Número de votos en contra de la política	6	0,20%
Número de votos a favor de la gestión	2.111	70,89%
Número de votos en contra de la gestión	867	29,11%
Número de votos sobre las propuestas de los accionistas	185	6,21%

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): DZ RENTA VARIABLE GLOBAL
 Custodian Account(s): All custodian accounts
 Reporting Period: 01/01/2025 to 12/31/2025

Meeting Overview

Category	Number	Percentage
Number of votable meetings	206	
Number of meetings voted	205	99.51%
Number of meetings with at least 1 vote Against, Withhold or Abstain	179	86.89%

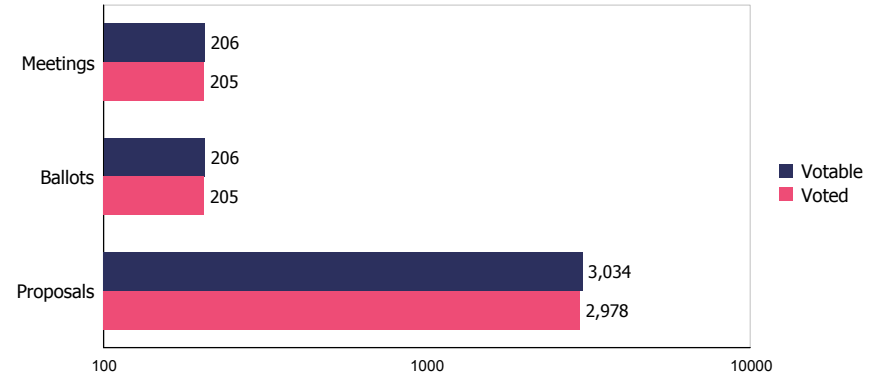
Ballot Overview

Category	Number	Percentage
Number of votable ballots	206	
Number of ballots voted	205	99.51%

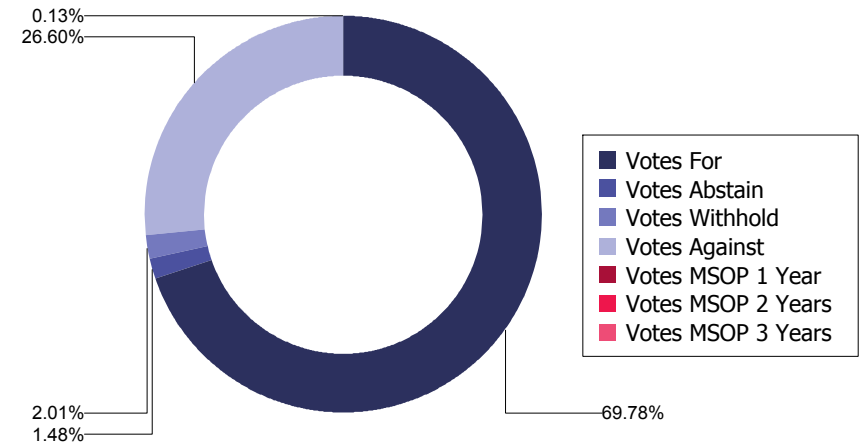
Proposal Overview

Category	Number	Percentage
Number of votable items	3,034	
Number of items voted	2,978	98.15%
Number of votes FOR	2,078	69.78%
Number of votes AGAINST	792	26.60%
Number of votes ABSTAIN	44	1.48%
Number of votes WITHHOLD	60	2.01%
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	2,824	94.83%
Number of votes Against Policy	6	0.20%
Number of votes With Mgmt	2,111	70.89%
Number of votes Against Mgmt	867	29.11%
Number of votes on MSOP (exclude frequency)	188	6.31%
Number of votes on Shareholder Proposals	185	6.21%

Voting Statistics



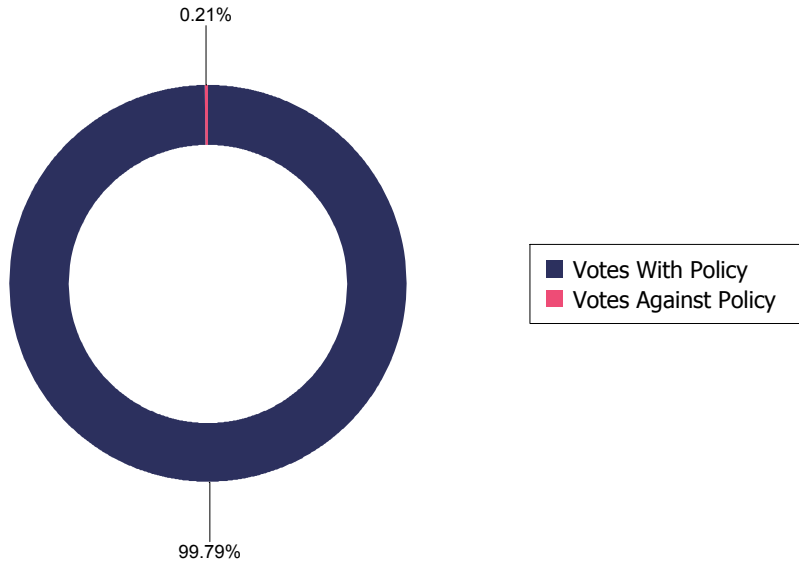
Vote Cast Statistics



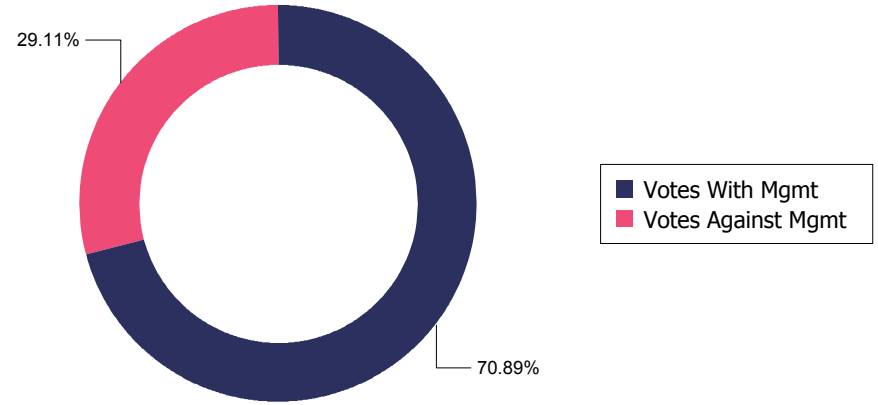
Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are 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



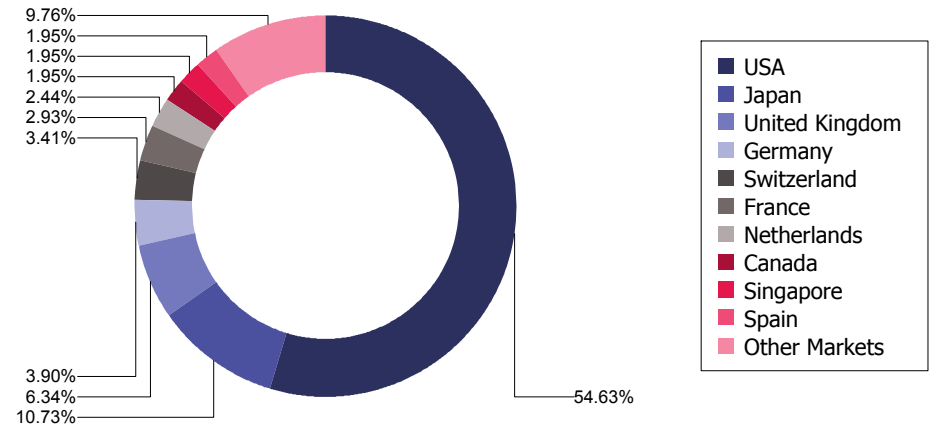
Vote Alignment with Management



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	9	8	88.89%
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%

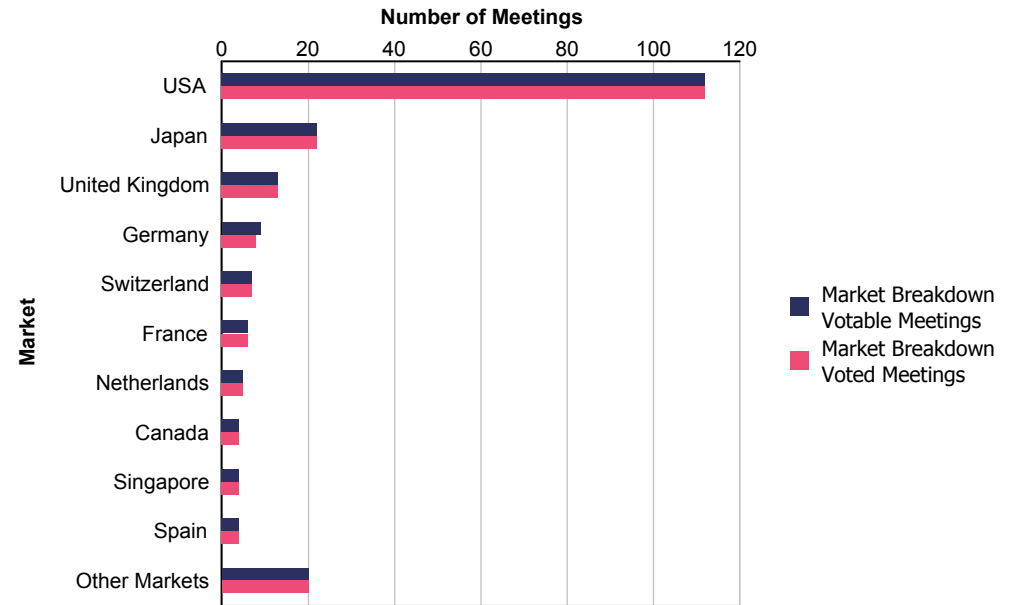
Meetings Voted by Market





Market Voting Statistics

Market	Votable Meetings	Voted Meetings	Percentage
Taiwan	1	1	100.00%





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 Construccion 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 Construccion 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 Construccion 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 Construccion y Servicios SA	08-May-25	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.2. Approve Remuneration Policy	Against
ACS, Actividades de Construccion 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 McNeilage	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
Fresenius Medical Care AG	22-May-25	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2024	Abstain
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



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	1.1. 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	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 - 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, Kichihiro	Against
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



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 Coxé	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 - 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
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



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 Gaehtwiler 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. 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	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 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
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. Menco	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 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 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 Construccion 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 Construccion 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 Construccion 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 Construccion y Servicios SA	08-May-25	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.2. Approve Remuneration Policy	Against
ACS, Actividades de Construccion 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 McNeillage	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
Fresenius Medical Care AG	22-May-25	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2024	Abstain
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



Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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



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	10. Report on Combatting Risks of Online Child Exploitation	For
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



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	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
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



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	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
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



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	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	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



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 - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Risks of Improper Use of External Data in Development of AI Products	For
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



Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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
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



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	3.5. 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
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



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	2.3. Elect Director Yamamoto, Kichiichiro	Against
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



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	1a. Elect Director Robert K. Burgess	Against
NVIDIA Corporation	25-Jun-25	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tench Coxé	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



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	2.3. Elect Director Nakamura, Tomomi	Against
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



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	2.11. 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	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



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	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
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



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	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
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



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	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
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



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	1.4. 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
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



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	1.1. 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
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



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	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	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