

Board Statistics Report



Parameters Used:

Location(s): All locations

Account Group(s): All account groups

Institution Account(s): All institution accounts

Custodian Account(s): All custodian accounts

Reporting Period: 10/01/2024 to 12/31/2024

Meeting Overview

Category	Number	Percentage
Number of votable meetings	106	
Number of meetings voted	105	99.06%
Number of meetings with at least 1 vote Against, Withhold or Abstain	30	28.30%

Ballot Overview

Category	Number	Percentage
Number of votable ballots	360	
Number of ballots voted	350	97.22%

Proposal Overview

Category	Number	Percentage
Number of votable items	750	
Number of items voted	749	99.87%
Number of votes FOR	673	89.85%
Number of votes AGAINST	58	7.74%
Number of votes ABSTAIN	17	2.27%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	1	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	749	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	698	93.19%
Number of votes Against Mgmt	51	6.81%
Number of votes on MSOP (exclude frequency)	52	6.94%
Number of votes on Shareholder Proposals	25	3.34%

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>

Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
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Market	Votable Meetings	Voted Meetings	Percentage
Australia	23	23	100.00%
USA	15	15	100.00%
China	14	14	100.00%
Brazil	5	5	100.00%
Ireland	5	5	100.00%
Jersey	5	5	100.00%
India	4	4	100.00%
Mexico	4	4	100.00%
South Africa	4	4	100.00%
Italy	3	3	100.00%
Saudi Arabia	3	3	100.00%
United Kingdom	3	3	100.00%
Cayman Islands	2	2	100.00%
France	2	2	100.00%
Israel	2	2	100.00%
Japan	2	2	100.00%
Poland	2	2	100.00%
Belgium	1	1	100.00%
Canada	1	1	100.00%
Denmark	1	1	100.00%
Luxembourg	1	0	0.00%
Netherlands	1	1	100.00%
New Zealand	1	1	100.00%
Norway	1	1	100.00%
Singapore	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
Delek Group Ltd.	09-Oct-24	Israel	G	No Research - No Recommendations Provided	Indicate Personal Interest in Proposed Agenda Item	A. Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against
Delek Group Ltd.	09-Oct-24	Israel	G	No Research - No Recommendations Provided	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B1. If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Delek Group Ltd.	09-Oct-24	Israel	G	No Research - No Recommendations Provided	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B2. If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Delek Group Ltd.	09-Oct-24	Israel	G	No Research - No Recommendations Provided	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	B3. If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Against
Origin Energy Limited	16-Oct-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Grant of Performance Share Rights and Restricted Share Rights to Frank Calabria	Against
Stockland	21-Oct-24	Australia	G	Director Election - Director Election	Elect Director	5. Elect Melinda Conrad as Director	Against
Unipol Gruppo SpA	21-Oct-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2a. Amend Company Bylaws Re: Articles 8 and 9	Against
Ashok Leyland Limited	23-Oct-24	India	G	Director Election - Director Election	Elect Director	1. Elect Sanjay K Asher as Director	Against
EBOS Group Limited	23-Oct-24	New Zealand	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	4. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against
Postal Savings Bank of China Co., Ltd.	25-Oct-24	China	G	Director Election - Director Election	Elect Director	3. Elect Liu Ruigang as Director	Against
Postal Savings Bank of China Co., Ltd.	25-Oct-24	China	G	Director Election - Director Election	Elect Director	4. Elect Chen Binghua as Director	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Oct-24	Brazil	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Article 27	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Oct-24	Brazil	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Consolidate Bylaws	Against
BHP Group Limited	30-Oct-24	Australia	G	Director Election - Director Election	Elect Director	7. Elect Ken MacKenzie as Director	Against
BHP Group Limited	30-Oct-24	Australia	E	Environmental - Climate	Management Climate-Related Proposal	13. Approve Climate Transition Action Plan	Against
Dexus	30-Oct-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Dexus	30-Oct-24	Australia	G	Director Related - Board Related	Approve the Spill Resolution	5. Approve Conditional Spill Resolution	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Issuance of Performance Rights to Dino Otranto	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Issuance of Performance Rights to Mark Hutchinson	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Director Related - Board Related	Approve the Spill Resolution	9. Approve Conditional Spill Resolution	Against
Raia Drogasil SA	06-Nov-24	Brazil	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	1. Amend Restricted Stock Plan Approved at the September 15, 2020 EGM	Against
Pernod Ricard SA	08-Nov-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Alexandre Ricard as Director	Against
Pernod Ricard SA	08-Nov-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Cadeler A/S	11-Nov-24	Denmark	G	Director Election - Director Election	Elect Director	2.b.1. Elect Thomas Thune Andersen as New Director	Abstain
Worley Limited	21-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Thomas Gorman as Director	Against
Worley Limited	21-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Andrew Liveris as Director	Against
Worley Limited	21-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Emma Stein as Director	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Deferred Equity Rights to Robert Christopher Ashton	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Long-Term Performance Rights to Robert Christopher Ashton	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Worley Limited	21-Nov-24	Australia	G	Company Articles - Article Amendments	Amend Articles Board-Related	7. Approve the Amendments to the Company's Constitution	Against
Origin Enterprises Plc	21-Nov-24	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Gary Britton as Director	Against
Remgro Ltd.	28-Nov-24	South Africa	G	Director Election - Director Election	Elect Director	4. Re-elect Josua Malherbe as Director	Against
Remgro Ltd.	28-Nov-24	South Africa	G	Director Election - Director Election	Elect Director	5. Re-elect Paul Neethling as Director	Against
Remgro Ltd.	28-Nov-24	South Africa	G	Director Election - Director Election	Elect Director	6. Re-elect Frederick Robertson as Director	Against
Remgro Ltd.	28-Nov-24	South Africa	G	Director Election - Director Election	Elect Director	7. Re-elect Anton Rupert as Director	Against
BANK POLSKA KASA OPIEKI SA	28-Nov-24	Poland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	5.1. Recall Supervisory Board Member	Against
BANK POLSKA KASA OPIEKI SA	28-Nov-24	Poland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Supervisory Board	5.2. Elect Supervisory Board Member	Against
BANK POLSKA KASA OPIEKI SA	28-Nov-24	Poland	G	Director Related - Board Related	Company-Specific Board-Related	6. Approve Collective Suitability Assessment of Supervisory Board Members	Against
BANK POLSKA KASA OPIEKI SA	28-Nov-24	Poland	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	7. Approve Decision on Covering Costs of Convocation of EGM	Against
D'Ieteren Group	06-Dec-24	Belgium	G	Routine Business - Routine Business	Approve Dividends	1. Approve Dividends	Against
D'Ieteren Group	06-Dec-24	Belgium	G	Capitalization - Capital Structure Related	Approve Change-of-Control Clause	3.1. Approve Change-of-Control Clause Re: Senior Facilities Agreement	Against
D'Ieteren Group	06-Dec-24	Belgium	G	Capitalization - Capital Structure Related	Approve Change-of-Control Clause	3.2. Approve Change-of-Control Clause Re: Potential Transfer of Pledged Assets	Against
D'Ieteren Group	06-Dec-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	4. Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Against
Viatris Inc.	06-Dec-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	5. Assess and Report on Investing in Bitcoin	Against
China Communications Services Corporation Limited	10-Dec-24	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Deposit Services under the 2024 Financial Services Framework Agreement, Proposed New Annual Caps and Related Transactions	Against
Premier Investments Limited	13-Dec-24	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Sally Herman 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
Sodexo SA	17-Dec-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Francois-Xavier Bellon as Director	Against
National Australia Bank Limited	18-Dec-24	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5a. Approve the Amendments to the Company's Constitution	Against
Arabian Internet & Communications Services Co.	18-Dec-24	Saudi Arabia	G	Director Related - Board Related	Approve/Amend Committee Policy/Charter/Format/Regulations	4. Amend Audit Committee Charter	Against
ANZ Group Holdings Limited	19-Dec-24	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Approve the Amendments to the Company's Constitution	Against
BANK POLSKA KASA OPIEKI SA	19-Dec-24	Poland	G	Director Election - Proxy Contest	Removal of Existing Board Directors	1. Recall Supervisory Board Member	Against
BANK POLSKA KASA OPIEKI SA	19-Dec-24	Poland	G	Director Related - Board Related	Company-Specific Board-Related	2. Approve Collective Suitability Assessment of Supervisory Board Members	Against
BANK POLSKA KASA OPIEKI SA	19-Dec-24	Poland	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	3. Approve Decision on Covering Costs of Convocation of EGM	Against
Elders Limited	19-Dec-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Elders Limited	19-Dec-24	Australia	G	Director Election - Director Election	Elect Director	4. Elect Glenn Davis as Director	Against
Elders Limited	19-Dec-24	Australia	G	Director Election - Director Election	Elect Director	5. Elect Robyn Clubb as Director	Against
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.1. Elect Mazin Al Rumeeh as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.2. Elect Talal Al Meeman as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.3. Elect Abdulrahman Al Rashid as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.4. Elect Badr Al Issa as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.5. Elect Abdulateef Al Othman as Director	Abstain

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.6. Elect Khalid Al Omran as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.7. Elect Rayan Fayiz as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.8. Elect Khalid Al Shareef as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.9. Elect Abdulazeez Al Qadeemi as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.10. Elect Abdullah Al Qannas as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.11. Elect Bassam Al Bassam as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.12. Elect Abdulmajeed Al Haqbani as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.13. Elect Hasan Al Faouri as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.14. Elect Mohammed Qurayshah as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.15. Elect Raed Mushtaq as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	1.16. Elect Sami Al Babteen as Director	Abstain
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Amend Remuneration and Compensation Policy of Board Members and Its Committees	Against

Analysis of Votes Against Policy**There are no votes against policy.**

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Origin Energy Limited	16-Oct-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Grant of Performance Share Rights and Restricted Share Rights to Frank Calabria	Against
Stockland	21-Oct-24	Australia	G	Director Election - Director Election	Elect Director	5. Elect Melinda Conrad as Director	Against
Unipol Gruppo SpA	21-Oct-24	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2a. Amend Company Bylaws Re: Articles 8 and 9	Against
Ashok Leyland Limited	23-Oct-24	India	G	Director Election - Director Election	Elect Director	1. Elect Sanjay K Asher as Director	Against
EBOS Group Limited	23-Oct-24	New Zealand	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	4. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against
Postal Savings Bank of China Co., Ltd.	25-Oct-24	China	G	Director Election - Director Election	Elect Director	3. Elect Liu Ruigang as Director	Against
Postal Savings Bank of China Co., Ltd.	25-Oct-24	China	G	Director Election - Director Election	Elect Director	4. Elect Chen Binghua as Director	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Oct-24	Brazil	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1. Amend Article 27	Against
Companhia de Saneamento Basico do Estado de Sao Paulo SABESP	28-Oct-24	Brazil	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	2. Consolidate Bylaws	Against
BHP Group Limited	30-Oct-24	Australia	G	Director Election - Director Election	Elect Director	7. Elect Ken MacKenzie as Director	Against
BHP Group Limited	30-Oct-24	Australia	E	Environmental - Climate	Management Climate-Related Proposal	13. Approve Climate Transition Action Plan	Against
Dexus	30-Oct-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Issuance of Performance Rights to Dino Otranto	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Issuance of Performance Rights to Mark Hutchinson	Against
Raia Drogasil SA	06-Nov-24	Brazil	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	1. Amend Restricted Stock Plan Approved at the September 15, 2020 EGM	Against
Pernod Ricard SA	08-Nov-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Alexandre Ricard as Director	Against
Pernod Ricard SA	08-Nov-24	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Cadeler A/S	11-Nov-24	Denmark	G	Director Election - Director Election	Elect Director	2.b.1. Elect Thomas Thune Andersen as New Director	Abstain
Worley Limited	21-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Thomas Gorman as Director	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Worley Limited	21-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Andrew Liveris as Director	Against
Worley Limited	21-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Emma Stein as Director	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Deferred Equity Rights to Robert Christopher Ashton	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Long-Term Performance Rights to Robert Christopher Ashton	Against
Worley Limited	21-Nov-24	Australia	G	Company Articles - Article Amendments	Amend Articles Board-Related	7. Approve the Amendments to the Company's Constitution	Against
Origin Enterprises Plc	21-Nov-24	Ireland	G	Director Election - Director Election	Elect Director	3a. Re-elect Gary Britton as Director	Against
Remgro Ltd.	28-Nov-24	South Africa	G	Director Election - Director Election	Elect Director	4. Re-elect Josua Malherbe as Director	Against
Remgro Ltd.	28-Nov-24	South Africa	G	Director Election - Director Election	Elect Director	5. Re-elect Paul Neethling as Director	Against
Remgro Ltd.	28-Nov-24	South Africa	G	Director Election - Director Election	Elect Director	6. Re-elect Frederick Robertson as Director	Against
Remgro Ltd.	28-Nov-24	South Africa	G	Director Election - Director Election	Elect Director	7. Re-elect Anton Rupert as Director	Against
D'Ieteren Group	06-Dec-24	Belgium	G	Routine Business - Routine Business	Approve Dividends	1. Approve Dividends	Against
D'Ieteren Group	06-Dec-24	Belgium	G	Capitalization - Capital Structure Related	Approve Change-of-Control Clause	3.1. Approve Change-of-Control Clause Re: Senior Facilities Agreement	Against
D'Ieteren Group	06-Dec-24	Belgium	G	Capitalization - Capital Structure Related	Approve Change-of-Control Clause	3.2. Approve Change-of-Control Clause Re: Potential Transfer of Pledged Assets	Against
D'Ieteren Group	06-Dec-24	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	4. Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Against
Viatrix Inc.	06-Dec-24	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Microsoft Corporation	10-Dec-24	USA	S	Social - Weapons	Weapons - Related	4. Report on Risks of Weapons Development	For
Microsoft Corporation	10-Dec-24	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Risks of Operating in Countries with Significant Human Rights Concerns	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	For
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Report on Risks Related to AI Generated Misinformation and Disinformation	For
Microsoft Corporation	10-Dec-24	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on AI Data Sourcing Accountability	For
China Communications Services Corporation Limited	10-Dec-24	China	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	1. Approve Deposit Services under the 2024 Financial Services Framework Agreement, Proposed New Annual Caps and Related Transactions	Against
Premier Investments Limited	13-Dec-24	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Sally Herman as Director	Against
Sodexo SA	17-Dec-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Francois-Xavier Bellon as Director	Against
National Australia Bank Limited	18-Dec-24	Australia	E	Environmental - Climate	Report on Climate Change	5b. Approve Transition Plan Assessments	For
Arabian Internet & Communications Services Co.	18-Dec-24	Saudi Arabia	G	Director Related - Board Related	Approve/Amend Committee Policy/Charter/Format/Regulations	4. Amend Audit Committee Charter	Against
ANZ Group Holdings Limited	19-Dec-24	Australia	E	Environmental - Climate	Report on Climate Change	6. Approve Transition Plan Assessments	For
Elders Limited	19-Dec-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Elders Limited	19-Dec-24	Australia	G	Director Election - Director Election	Elect Director	4. Elect Glenn Davis as Director	Against
Elders Limited	19-Dec-24	Australia	G	Director Election - Director Election	Elect Director	5. Elect Robyn Clubb as Director	Against
Elders Limited	19-Dec-24	Australia	G	Director Related - Board Related	Approve the Spill Resolution	8. Approve the Spill Resolution	For
Banque Saudi Fransi	23-Dec-24	Saudi Arabia	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Amend Remuneration and Compensation Policy of Board Members and Its Committees	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
BNP Paribas Easy - Corp Bond SRI PAB	30-Dec-24	Ordinary Shareholders	Luxembourg	1917061