



Active Ownership Report

2024

Active Ownership Report 2024

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GLOSSARY

Banca Generali or Bank or Company or Parent Company	Banca Generali S.p.A.
Active Ownership	A set of responsible active investment strategies for managing the assets held in portfolio (issuers, funds and their managers), aimed at pursuing a significant improvement in these assets' sustainability performance. It takes the form of engagement (i.e., direct dialogue with issuers), and exercise of voting rights and participation in Shareholders' meetings (so-called voting).
Direct Assets	Investments in equities and bonds issued by companies.
Indirect Assets	Investments held indirectly in companies through subscription of fund units, including, by way of example, UCITS, ETFs.
Controversial Behaviour	Behaviour that leads to: serious or systematic violations of human rights and labour rights, serious environmental damages and serious episodes of corruption, as defined for example by the Global Compact or the OECD Guidelines.
Subsidiaries	The companies controlled from time to time by Banca Generali and belonging to Banca Generali Group.
Engagement	Discussion and dialogue activities (such as, by way of example, meetings, communications, e-mails, etc.) regarding material ESG matters, aimed at establishing a medium/long-term relationship with investee companies (issuers), fund managers and institutions in order to improve the ESG practices of investee companies.
Engagement List	The list of issuers to be engaged.
ESG or Sustainability Factors	Environmental, social and governance matters concerning, by way of example, personnel, respect for human rights, anti-corruption and anti-bribery topics, as defined by Regulation (EU) 2019/2088.
Collective Asset Management	The service defined under Article 1, paragraph 1(n), of Italian Legislative Decree No. 58/1998 that consists of managing UCITS and the related risks.
Portfolio Management	The activity defined by Article 1, paragraph 5(d), of TUF, namely the management of investment portfolios that include one or more financial instruments and according to the mandate conferred by customers.
Banking Group	The group made up of the companies associated with each other by virtue of the control exercised by Banca Generali.
Impact Engagement	It aims at influencing the conduct of the issuer and/or fund manager through direct interactions with executives or Board members of the issuer or manager on specific material topics, such as, for instance, the strategy, risks, social and environmental impact and corporate governance.
Banking Group' UCITS	UCITS created and/or managed by companies authorised to manage investment funds belonging to the Group.
Voting Principles	The voting principles that Banca Generali and, where applicable, its Subsidiaries are required to comply with at the Shareholders' Meetings of the companies in which they invest, in accordance with the procedures set forth in the Guidelines on Integrating Sustainability Factors into Investment Services, Collective Asset Management and Active Ownership and the related Annexes.

PAI (Principal Adverse Impact)	Material or potentially material principal adverse impacts of investment decisions on sustainability factors, as defined by Commission Delegated Regulation (EU) No. 2022/1288.
Proxy Advisor	Company in charge of overseeing the activities relating to the exercise of voting rights by coordinating: I) the monitoring of the corporate governance topics of the investee issuers; II) the preparatory activities for participation in General Shareholders' Meetings with regard to the exercise of voting rights.
Rating Provider	Company specialised in the ESG analysis of the investment portfolios and in the definition of an ESG Rating, both for the portfolio and the underlying assets.
Regulation (EU) No. 2019/2088	Regulation of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (SFDR – Sustainable Finance Disclosure Regulation).
Active Ownership Report or Report	Annual report aimed at illustrating the results and main features of the engagement and voting activities carried out by the Banking Group throughout the year.
Standard Engagement	It aims at raising the awareness of the issuer and/or manager on a specific topic or at gathering further information through normal interactions (e.g., private letter, meeting or conference call request) during the investment process, the financial/non-financial analysis process or the voting process.
Service Provider	Company in charge of overseeing engagement activities by coordinating: I) the monitoring of the corporate governance topics of the investee issuers; II) the management of interaction with investee issuers regarding significant strategic aspects.
UCITS	Acronym for Undertakings for the Collective Investment in Transferable Securities, i.e., investment funds regulated at European Union level.
UN Principles for Responsible Investments or PRI	Initiative officially supported by the United Nations, aimed at promoting and encouraging the dissemination of socially responsible investments among each country's investors.
Most significant votes	Votes in opposition to management's proposals or votes in favour of shareholders' resolutions, expressed in line with the fundamental principles of the Banking Group's Active Ownership policies and international best practices, with a view to generating a significant impact on the economy, society and the environment.



1

INTRODUCTION

This document (so-called "**Active Ownership Report**" or "Report") is the first report on the Banking Group's Active Ownership activities and specifically illustrates the Engagement and voting activities carried out in 2024.

The **Engagement and voting activities** were implemented in line with the provisions of the **Active Ownership strategy**¹, approved by Banca Generali's Board of Directors at the end of 2023. The Active Ownership activities were gradually launched in 2024 until reaching full implementation as of the second half of the year.

In accordance with applicable laws, the Active Ownership Report provides a general description of voting behaviour, an explanation of the most significant votes, any use of proxy advisory services and Engagement advisory services.

The information contained herein is required under Directive 2017/828 (so-called "Shareholders Rights II") and the related Italian implementing provisions (Article 124-quinquies of Italian Legislative Decree No. 58/1998, as further amended).

ACTIVE OWNERSHIP

A set of active strategies of responsible investment aimed at pursuing an improvement in issuers' sustainability performance.

¹ It should be noted that the Active Ownership strategy is defined in the Sustainability Policy and illustrated in detail in the Guidelines on Integrating Sustainability Factors into Investment Services, Collective Asset Management and Active Ownership.

1.2. SUBJECT MATTER AND OBJECTIVES OF THE REPORT

The Active Ownership strategy applies to customers' **Direct Assets and Indirect Assets** included among the assets managed within the framework of the provision of Collective Asset Management and Portfolio Management services for the Banking Group's products pursuant to Articles 8-9 of the SFDR. Accordingly, this Report illustrates the activities carried out in 2024 by **Banca Generali S.p.A.** and **BG Fund Management Luxembourg S.A.** The other Subsidiaries of the Banking Group, although falling within the scope of activities as provided for by the Active Ownership strategy, do not hold products pursuant to Articles 8-9² of the SFDR; therefore, no Engagement activities were undertaken or voting rights exercised.

The Active Ownership activities may involve **different types of stakeholders**, including institutional investors, asset managers and associations specialised in collective Engagement, as well as service providers and/or professionals contracted by the Banking Group, when necessary. Among the latter, worth of mention with regard to the Banking Group are a **Service Provider**, a **Proxy Advisor** and a **Rating Provider**, which in 2024 provided support for Engagement and voting.

The Banking Group's Service Provider offered its support in Engagement activities such as the monitoring of the corporate governance aspects of the investee issuers and the management of interactions with the latter regarding significant strategic aspects. In addition, the Banking Group availed of the support of Glass Lewis as Proxy Advisor for the exercise of voting rights.

The Banking Group also relied on a Rating Provider that, in addition to providing the ESG rating used in the model for classifying the financial products included in the catalogue, carried out analyses specifically focused on Active Ownership activities so as to support the drafting of the **Engagement List**³. This activity falls within the ongoing monitoring of investees' ESG rating, aimed at ensuring the utmost quality of investment portfolios — an objective underlying the Banking Group's responsible investment strategy, and thus its Active Ownership strategy.

The Active Ownership strategy therefore attaches considerable importance to the monitoring phase, which represents an active, constant process of supervision of the activities performed and the results achieved, in order to verify whether issuers' ESG performance has improved or worsened. In this phase, the Banking Group uses the material provided by the Rating Provider and the information on the activities performed shared by the Service Provider and/or Proxy Advisor, which play a fundamental role in the monitoring strategy and in the supervision of the results achieved.

² For further details, see the Guidelines on Integrating Sustainability Factors into Investment Services, Collective Asset Management and Active Ownership.

³ For further information, see section "3.1 Engagement with corporate issuers".



2

INTEGRATION OF SUSTAINABILITY FACTORS INTO ACTIVE OWNERSHIP ACTIVITIES

The Active Ownership strategy adopted by the Banking Group aims at developing a framework for defining the **procedures and policies** linked to the **exercise of voting rights** and the **Engagement activities** with regard to corporate issuers and managers, so as to mitigate ESG risks and strengthen the integration of sustainability factors in the Banking Group's sustainable investment process.

The implementation of this strategy starts from the **analysis and monitoring of the issuers' ESG performance**, which steer the Engagement and voting activities and also enable to mitigate ESG risks. This strategy is defined in the Banking Group's Sustainability Policy and illustrated in detail in the Guidelines on Integrating Sustainability Factors into Investment Services, Collective Asset Management and Active Ownership (so-called **Guidelines**).

The sustainability performance analysis of issuers and managers is performed based on the so-called "**material topics**". These topics are consistent and in line with the results of the double materiality analysis the Banking Group carried out at the end of 2024, in accordance with the provisions of Directive (EU) 2022/2464 (Corporate Sustainability Reporting Directive – CSRD). In detail, the double materiality analysis resulted in the identification of 9 material topics, of which 2 environmental, 4 social and 3 governance topics⁴.

⁴ For further details, see Banca Generali's Annual Integrated Report 2024 available on the website www.bancagenerali.com, section "Sustainability – Sustainability Documents".

As part of its responsible investment strategy, the Banking Group considers Active Ownership as a fundamental tool to monitor and mitigate the principal adverse impacts of investment decisions in terms of ESG factors (so-called **PAI – Principal Adverse Impacts**) through the promotion of good corporate practices, including the protection of the environment and people, human rights and good governance. This process is particularly important with regard to PAI indicators, such as PAI 10⁵, PAI 14⁶ and PAI 4⁷, selected by the Banking Group as they are deemed more aligned with the ESG factors material to its sustainability strategy.

In addition, the monitoring of Active Ownership activities includes the half-yearly reporting of the results of the activities performed to the **Product and Service Committee in Active Ownership session**, as well as the preparation and publication of the **Active Ownership Report**. The Banking Group makes this Report available to the market and to its stakeholders to provide information on the activities implemented and the results achieved in the reporting year.

It should also be noted that the Guidelines define the procedures for managing any conflicts of interest that may arise during Active Ownership activities. No such cases occurred in the reporting period.

⁵ PAI 10: Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.

⁶ PAI 14: Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons).

⁷ PAI 4: Exposure to companies active in the fossil fuel sector.



3 ENGAGEMENT

The Banking Group's framework has identified two different types of Engagement:

- › **standard Engagement**, aimed at raising the awareness of the issuer and/or manager on a specific topic or gathering further information through normal interactions;
- › **impact Engagement**, aimed at influencing the conduct of the issuer and/or manager through direct interactions with top managers and/or Board members of the issuer and/or manager on specific material topics.

The Banking Group's Engagement activities are aimed at:

- › **corporate issuers**, as regards Direct Assets held in investment portfolios (equities and bonds);
- › **fund managers** (so called **institutional Engagement**) as regards Indirect Assets and aimed at i) managers of UCITS underlying Portfolio Management; ii) managers of UCITS underlying collective asset management instruments under own management; iii) managers of collective asset management instruments with management delegated to third parties.

The Engagement activity of Banca Generali S.p.A. and BG Fund Management Luxembourg S.A. is structured in different phases:

- i) definition of an Engagement list based on material topics;
- ii) execution;
- iii) monitoring.

In 2024, the **Engagement List** was prepared through half-yearly monitoring of Direct and Indirect Assets included in the scope of the Active Ownership strategy. This process led to the definition of a list of eligible instruments, from which were selected, on the basis of specific criteria, the Banking Group's most relevant financial instruments which were the object of Engagement activities during the year. In detail, the Product and Service Committee in Active Ownership session expressed its opinion on the list of issuers subject to Engagement activities and on the related types and procedures of Engagement activity.

ENGAGEMENT ACTIVITY

Dialogue activities regarding material ESG matters, aimed at establishing medium/long-term relationships with investee companies.

3.1. ENGAGEMENT WITH CORPORATE ISSUERS

In 2024, the execution and monitoring phases of Engagement with corporate issuers carried out by Banca Generali S.p.A. and BG Fund Management Luxembourg S.A. were supported by the Service Provider. During the Engagement execution, the Service Provider kept the Banking Group abreast of the actions taken and the external elements that might have influenced the Engagement cases. In addition, through the monitoring phase, the Service Provider assessed the progress of each Engagement case with respect to the originally agreed-upon objectives.

In 2024, the Service Provider carried out 2 **Impact Engagement activities** with corporate issuers on strategic and relevant topics on behalf of the Banking Group; no escalation actions were deemed necessary.

Veolia case study

In 2024, thanks to the support of its Service Provider, the Banking Group launched an Impact Engagement activity with Veolia to further help the issuer to strengthen its climate action plan.

*In detail, the Service Provider's activities with the issuer were launched in December 2022 to then continue with a series of **meetings and workshops** that led to the identification of investors' expectations for Veolia to adopt a **transition plan**. Expectations included: a detailed explanation with a breakdown by individual activity, the emission trajectory and the related decarbonisation levers, information on coal in EEC/China and the management of climate governance.*

*Veolia's climate transition plan was published in February 2024 and then approved by the **Science Based Targets Initiative (SBTi)** and rated "**Advanced**" by **Moody's**. The plan includes targets to reduce Scope 1 and 2 emissions by 50% and Scope 3 emissions by 30% compared to 2021 levels by 2032, marking an important step towards Veolia's 2050 net-zero commitment.*

*In addition to meeting the investor group's expectations, the climate action plan also includes additional details on the organisation's governance practices, on the risk management policy and on performance indicators, thus complying with the requirements set forth by the **Task Force on Climate-related Financial Disclosures (TCFD)**. Veolia invested 500 million euros in its climate strategy between 2018 and 2023 and has pledged a further 1.1 billion euros by 2030.*

After publishing its climate plan, Veolia recognised privately the added value of collaborating with investors, which supported the company's decarbonisation path.

Bayer case study

In 2024, with support from its Service Provider, the Banking Group launched a second Engagement activity on Direct Assets with Bayer, aimed at further helping the issuer to reduce the environmental impact associated with its business.

*The Engagement objective was the gradual reduction of the issuer's environmental impacts through the definition of an **action plan** to monitor the 30% environmental impact reduction objectives announced by the issuer, in addition to disclosing the related plan progress to investors.*

3.2. ENGAGEMENT TOWARDS UCITS MANAGERS

In 2024, the Banking Group carried out **4 Impact Engagement and 2 Standard Engagement activities towards UCITS Managers**, of which 2 Impact Engagement and 2 Standard Engagement activities towards UCITS managers were of responsibility of BGFML.

Impact Engagement towards UCITS⁸ managers focused on:

- › exposure to the controversial behaviour⁹ of portfolios of some UCITS underlying products/services within the Active Ownership scope, exceeding the tolerance threshold set forth by the Guidelines;
- › the ESG approach and the strengthening of the managing structure and the dedicated resources, monitored using the “manager quality” indicator, which is one of the three pillars of the Rating Provider’s assessment for the purpose of defining the ESG rating of a UCITS.

Standard Engagement towards UCITS managers focused on the increase in Scope 1 and 2 GHG emissions from 2022 to 2023 and on the ensuing worsening of PAI 2 linked to the carbon footprint of some UCITS.

The above-mentioned Engagement activities were performed through e-mail communications, conference calls, meetings and dialogue towards the interested UCITS managers. A monitoring activity focusing on managers subject to Engagement activities and on the related material indicators is planned for 2025.

⁸ It refers to UCITS underlying Portfolio Management, UCITS underlying collective asset management instruments under own management and UCITS with management delegated to third parties.

⁹ See definition in the Glossary.



4

EXERCISE OF VOTING RIGHTS

Another tool that allows the Banking Group to exercise its influence in the management of sustainability matters is voting, the activity through which it exercises its voting rights in Shareholders' Meetings. According to the framework adopted, this tool applies to shares in directly managed UCITS pursuant to Articles 8-9 of the SFDR. In addition, the Banking Group may also exercise its voting rights with regard to Portfolio Management, if delegated by the client.

In exercising its voting rights, the Banking Group avails itself of a Proxy Advisor that supports the management of the preparatory activities for participation in Shareholders' Meetings. To cast an informed vote in line with its strategy, the Banking Group may also use, where necessary, its services and researches.

In exercising its voting rights, the Banking Group takes account of the Proxy Advisor's voting recommendations, where these are consistent with the voting principles adopted, regarding the following areas:

- › Shareholder voting rights;
- › corporate bodies;
- › remuneration;
- › transparency and quality of financial and non-financial information;
- › environmental risks and factors;
- › social risks and factors;
- › market-wide and systemic risks;
- › special measures for small-sized and unlisted companies;
- › related party transactions;
- › consistency with Engagement activities;
- › other factors.

VOTING

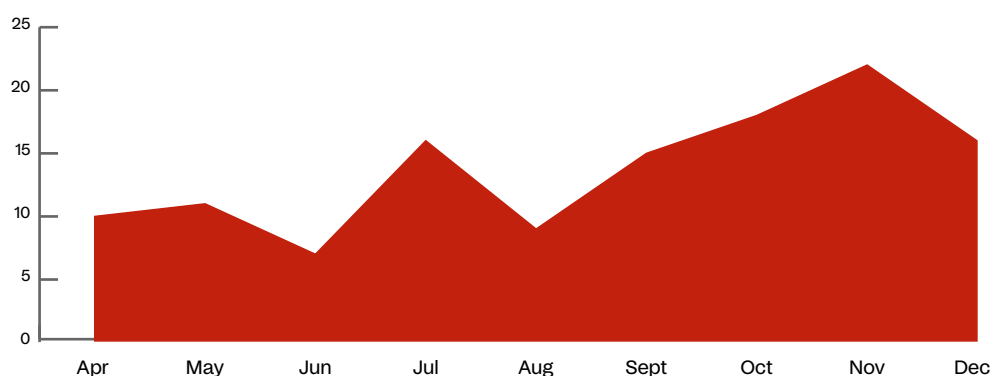
Active responsible investment strategy that takes the form of the exercise of voting rights in Shareholders' Meetings of listed issuers with regard to material sustainability matters.

4.1 EXERCISE OF VOTING RIGHTS IN 2024

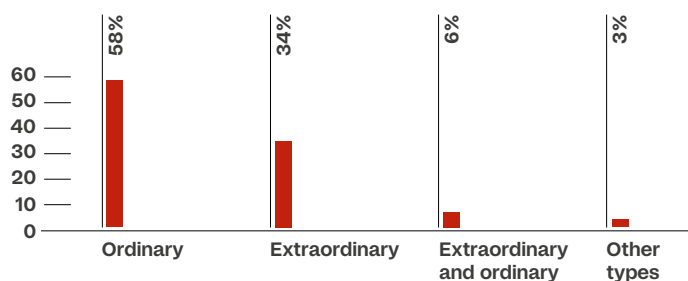
In 2024, the Banking Group attended **125 Shareholders' Meetings**; Active Ownership activities started in April to then gradually develop until full implementation as of June, as shown in the following graph.

Voting regarded the shares of issuers included in UCITS pursuant to Articles 8-9 of the SFDR, directly managed by BG Fund Management Luxembourg S.A. Clients did not request any exercise of voting rights on Portfolio Management in 2024.

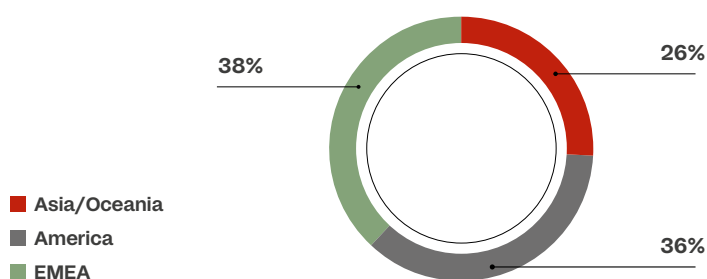
NUMBER OF SHAREHOLDERS' MEETINGS PER MONTH IN 2024



TYPES OF SHAREHOLDERS' MEETINGS HELD IN 2024



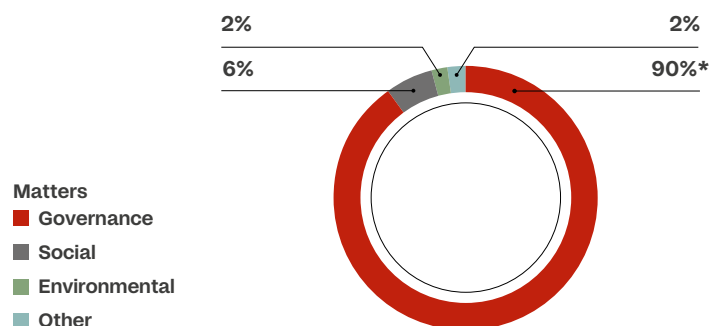
SHAREHOLDERS' MEETINGS BY GEOGRAPHICAL AREA IN 2024



In 2024, the Banking Group mainly attended **Ordinary Shareholders' Meetings**, accounting for **58%** of the total, **followed by Extraordinary Shareholders' Meetings**, which accounted for **34%**. Moreover, as shown by the graph, the Banking Group's participation is evenly distributed among issuers based in the **EMEA** area and in **America**, with a slightly lower participation in **Asia** and **Oceania**.

BREAKDOWN OF PROPOSED RESOLUTIONS BY ESG MATTERS

In 2024, the Banking Group voted on **1,322 proposed resolutions**. **90%** of these proposals referred to **governance matters**, followed by proposals regarding **social matters** with **6%**. The proposed resolutions concerning **environmental matters** accounted for **2%** of the total.

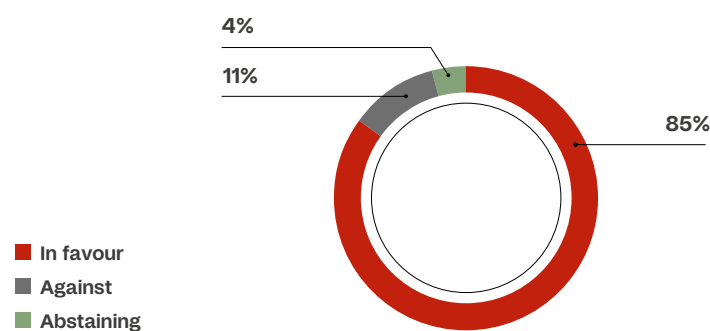


* Of which 11% referring to remuneration.

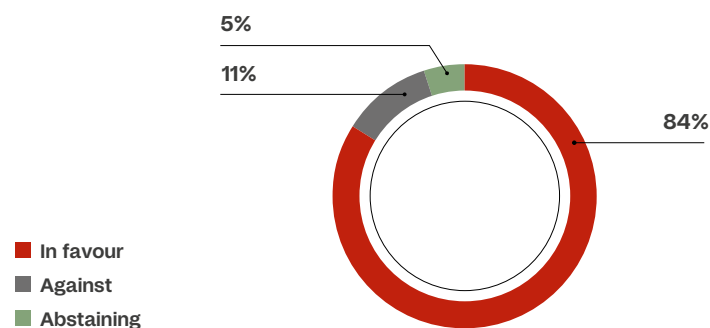
BREAKDOWN OF VOTES BY GEOGRAPHICAL AREA

The following graphs show the distribution of votes in favour, against and abstaining in the different geographical areas analysed.

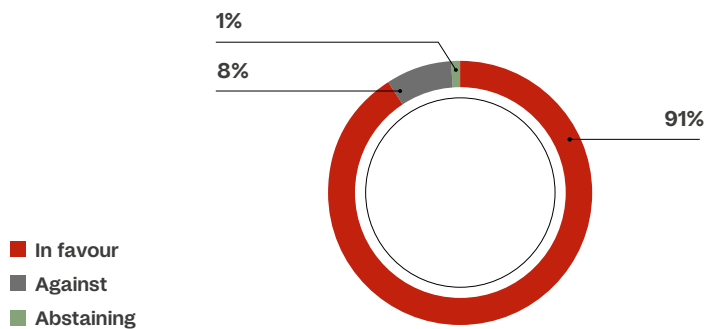
EMEA



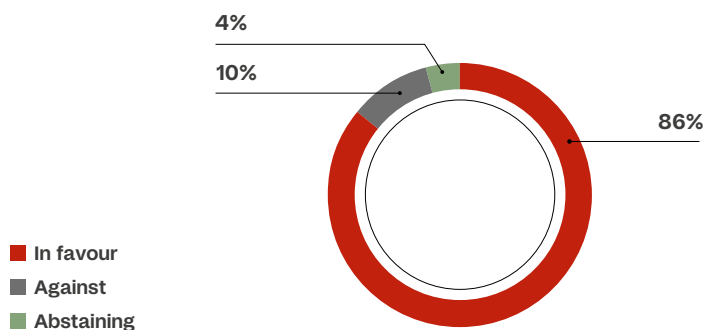
America



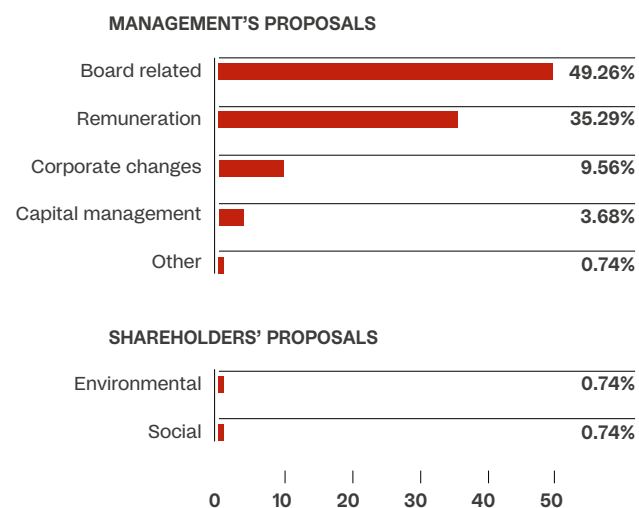
Asia and Oceania



BREAKDOWN OF PROPOSED RESOLUTIONS BY VOTES

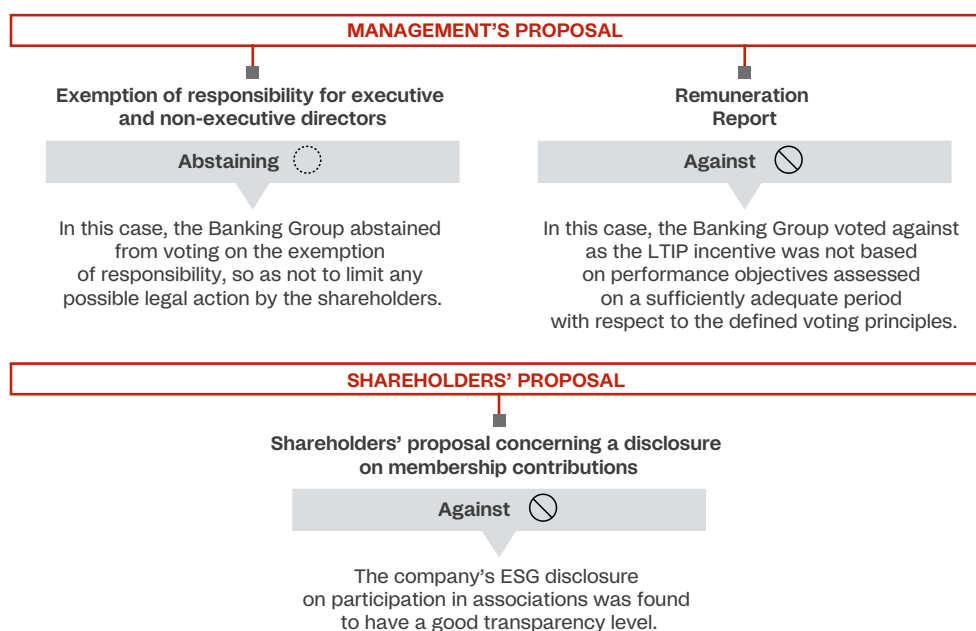


Breakdown of proposed resolutions by “against” votes



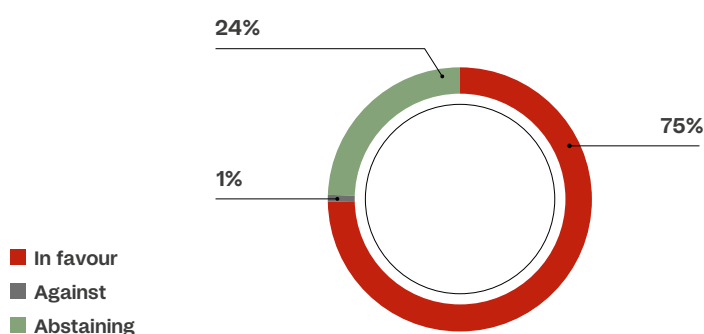
The following table shows some examples of proposals submitted by shareholders and by management and the grounds underlying the “against” vote or abstention at the Shareholders’ Meeting.

Examples of proposed resolutions with “against” votes

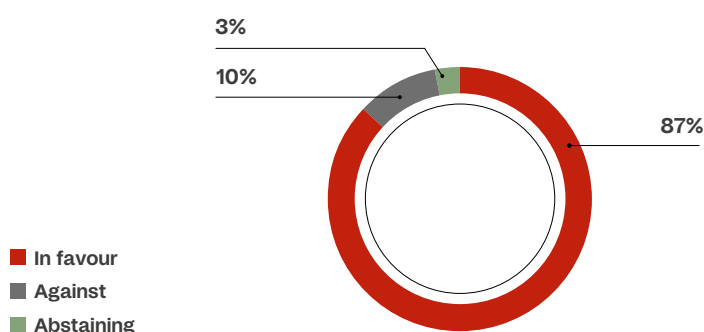


In 2024, the Banking Group supported **75% of shareholders’ proposals** and **87% of management’s proposals**. The Banking Group voted against or abstained in all cases in which the proposals submitted by shareholders or by management were based on grounds in contrast to the Banking Group’s voting principles or whose disclosure was not sufficiently accurate.

BREAKDOWN OF VOTES ON SHAREHOLDERS’ PROPOSALS

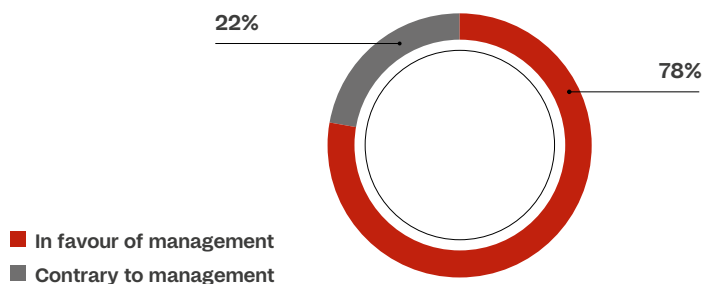


BREAKDOWN OF VOTES ON MANAGEMENT’S PROPOSALS



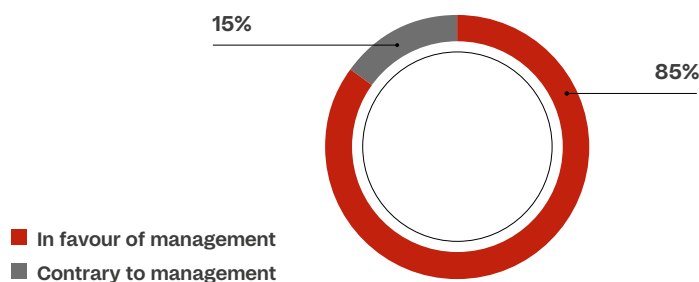
CONVERGENCE WITH MANAGEMENT'S RECOMMENDATIONS

The **convergence rate** between the votes cast by the Banking Group and **management's recommendations** was **78%**. This result confirms that the best-in-class ESG investment strategy adopted for the Banking Group's products and services pursuant to Articles 8 and 9 favours investments in issuers whose management steers the ESG performance in a manner consistent with the attention that the Banking Group attaches to ESG matters, in line with the framework defined in the Sustainability Policy.



CONVERGENCE WITH PROXY ADVISOR

In 2024, the **convergence rate** between the votes cast by the Banking Group and the **Proxy Advisor's** recommendations was also positive at **85%**. The Banking Group mainly voted against on resolutions linked to matters concerning remuneration or Board of Directors' elections in contrast to its voting principles based on industry practices. It should also be noted that the voting principles of the Banking Group and those of its parent company, Assicurazioni Generali S.p.A., are constantly aligned.



4.2. MOST SIGNIFICANT VOTES

In 2024, the most significant votes cast by the Banking Group mainly concerned environmental resolutions related to **climate change**¹⁰ and social resolutions on the protection of human rights, DEI (Diversity, Equity and Inclusion) matters and greater disclosure on **lobbying initiatives** and **charity contributions**. The Banking Group includes among the most significant votes also those cast with regard to issuers subject to Engagement activities; however, no such cases were reported in 2024 as voting activities were gradually implemented.

The cases considered as "most significant" are consistent with the fundamental principles defined in the Active Ownership strategy and are in line with international best practices.

For detailed information, reference should be made to the full list of votes cast in 2024 contained in Annex 1, where the "most significant votes" are duly highlighted.

¹⁰ For further information, see the following section "The role of Active Ownership in Banca Generali's Transition Plan".



5

THE ROLE OF ACTIVE OWNERSHIP IN BANCA GENERALI'S TRANSITION PLAN

In a context marked by a series of new regulations and the emergence of exogenous factors, the transition towards a low-emission economy has required a major cultural change in the business world, and in particular in the financial sector. The Banking Group has faced this context making strategic choices linked to various areas, from corporate governance to management of financial risks related to climate change and the integration of sustainability criteria in investment decisions.

The Banking Group regards **ESG governance** as a **fundamental climate transition accelerator**. The Banking Group's path towards a low-carbon economy, already launched with the 2022-2024 Strategic Plan, continues with the new **Climate Transition Plan** approved at the beginning of 2025. This Plan sets ambitious GHG emission reduction targets for both operational activities and corporate issuers to be reached by 2030, and the Net Zero target by 2040¹¹.

In order to support its targets, the Banking Group has identified some **levers** in the **medium (2030) and long term**, including ongoing consolidation of internal regulations, with a particular focus on sustainable finance, and the strengthening of Engagement activities with investee companies, focusing particularly on climate change mitigation.

In 2024, the Banking Group supported transition through its first **Engagement and voting activities**. In detail, 3 **Engagement initiatives** were implemented and 3 votes in favour were cast on resolutions concerning proposals of **Say On Climate** and 19 votes, of which 16 in favour, on shareholders' resolutions on **environmental matters** focused on climate transition plans and the quality of the related reports with respect to the declared objectives.

¹¹ For further information, see the Annual Integrated Report 2024, section "E1-1: Transition plan for climate change mitigation".

BG FUND MANAGEMENT LUXEMBOURG SA

Public Limited Company
with its registered office at
2 rue Albert Borschette, L-1246 Luxembourg

Share capital: 2 000 000 euros
Registered with the Luxembourg Trade and Companies Register under number B-134 555
VAT - LU 22221268

Subsidiary of Banca Generali SpA



BG FUND MANAGEMENT LUXEMBOURG SA

Public Limited Company
with its registered office at
2 rue Albert Borschette, L-1246 Luxembourg

<https://www.bgfml.lu/>



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Active Ownership Report

2024

Annex I
Voting list

Report di Active Ownership 2024

Annex I Voting list

VOTING LIST

Most significant votes:

- environmental resolutions
- social resolutions

COMPANY NAME	MEETING DATE	PROPOSAL DESCRIPTION	VOTE DECISION
Iris Energy Ltd	11/20/2024	Appointment of Australian Auditor	For
Iris Energy Ltd	11/20/2024	Company Name Change	For
Iris Energy Ltd	11/20/2024	Renew Proportional Takeover Provisions	For
Sandfire Resources Limited	11/15/2024	Re-elect John Richards	For
Sandfire Resources Limited	11/15/2024	Re-elect Sally Langer	For
Sandfire Resources Limited	11/15/2024	Remuneration Report	Against
Sandfire Resources Limited	11/15/2024	Equity Grant (MD/CEO Brendan Harris - FY24 STI)	For
Sandfire Resources Limited	11/15/2024	Equity Grant (MD/CEO Brendan Harris - FY25 LTI)	For
Sandfire Resources Limited	11/15/2024	Approve Increase NEDs' Fee Cap	For
Sandfire Resources Limited	11/15/2024	Board Spill (Conditional)	Against
DO & CO Aktiengesellschaft	7/25/2024	Allocation of Dividends	For
DO & CO Aktiengesellschaft	7/25/2024	Ratification of Management Board Acts	For
DO & CO Aktiengesellschaft	7/25/2024	Ratification of Supervisory Board Acts	For
DO & CO Aktiengesellschaft	7/25/2024	Supervisory Board Members' Fees	For
DO & CO Aktiengesellschaft	7/25/2024	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	For
DO & CO Aktiengesellschaft	7/25/2024	Elect Daniela Neuberger as Supervisory Board Member	For
DO & CO Aktiengesellschaft	7/25/2024	Remuneration Report	Against
DO & CO Aktiengesellschaft	7/25/2024	Remuneration Policy	Against
Colruyt Group N.V.	9/25/2024	Remuneration Report	Against
Colruyt Group N.V.	9/25/2024	Remuneration Policy	Against
Colruyt Group N.V.	9/25/2024	Severance Agreements	Against
Colruyt Group N.V.	9/25/2024	Accounts and Reports	For
Colruyt Group N.V.	9/25/2024	Consolidated Accounts and Reports	For
Colruyt Group N.V.	9/25/2024	Accounts and Reports (Finco NV)	For
Colruyt Group N.V.	9/25/2024	Accounts and Reports (Colruyt Group Services NV)	For
Colruyt Group N.V.	9/25/2024	Allocation of Profits	For
Colruyt Group N.V.	9/25/2024	Allocation of Dividends	For
Colruyt Group N.V.	9/25/2024	Ratification of Board Acts	Abstain
Colruyt Group N.V.	9/25/2024	Ratification of Board Acts (Finco NV)	Abstain
Colruyt Group N.V.	9/25/2024	Ratification of Board Acts (Colruyt Group Services NV)	Abstain
Colruyt Group N.V.	9/25/2024	Ratification of Auditor's Acts	Abstain
Colruyt Group N.V.	9/25/2024	Ratification of Auditor's Acts (Finco NV)	Abstain
Colruyt Group N.V.	9/25/2024	Ratification of Auditor's Acts (Colruyt Group Services NV)	Abstain
Colruyt Group N.V.	9/25/2024	Elect Stefan Goethaert to the Board of Directors	For
Colruyt Group N.V.	9/25/2024	Elect Jef Colruyt to the Board of Directors	For
Colruyt Group N.V.	9/25/2024	Elect Griet Aerts to the Board of Directors	Against
Colruyt Group N.V.	9/25/2024	Appointment of Auditor for Sustainability Reporting	For
Colruyt Group N.V.	10/8/2024	Employee Stock Purchase Plan	For
Colruyt Group N.V.	10/8/2024	Approve Share Issuance Price (Employee Stock Purchase Plan)	For
Colruyt Group N.V.	10/8/2024	Authority to Suppress Preemptive Rights (Employee Stock Purchase Plan)	For
Colruyt Group N.V.	10/8/2024	Authority to Issue Shares (Employee Share Purchase Plan)	For
Colruyt Group N.V.	10/8/2024	Approve Subscription Period (Employee Share Purchase Plan)	For
Colruyt Group N.V.	10/8/2024	Authorization of Legal Formalities	For
Colruyt Group N.V.	10/8/2024	Increase in Authorised Capital	Against
Colruyt Group N.V.	10/8/2024	Increase Authorised Capital as a Takeover Defense	Against
Colruyt Group N.V.	10/8/2024	Amendments to Articles Regarding Authorised Capital	Against
Colruyt Group N.V.	10/8/2024	Authority to Repurchase Shares	For
Colruyt Group N.V.	10/8/2024	Authorization of Legal Formalities	For
KBC Ancora SA	10/25/2024	Accounts and Reports	For
KBC Ancora SA	10/25/2024	Allocation of Dividends	For
KBC Ancora SA	10/25/2024	Remuneration Report	For

KBC Ancora SA	10/25/2024	Ratification of Management Acts	Abstain
KBC Ancora SA	10/25/2024	Ratification of Auditor's Acts	Abstain
KBC Ancora SA	10/25/2024	Remuneration Policy	For
Xior Student Housing NV	9/12/2024	Remuneration Report	Against
Xior Student Housing NV	9/12/2024	Authorisation of Legal Formalities I	For
Xior Student Housing NV	9/12/2024	Authorisation of Legal Formalities II	For
Xior Student Housing NV	9/12/2024	Increase in Authorised Capital (Option I)	For
Xior Student Housing NV	9/12/2024	Increase in Authorised Capital (Option II)	For
Xior Student Housing NV	9/12/2024	Authorization of Legal Formalities I	For
Xior Student Housing NV	9/12/2024	Authorization of Legal Formalities II	For
Xior Student Housing NV	9/12/2024	Authorization of Legal Formalities III	For
Banco Santander (Brasil) S.A.	8/30/2024	Elect Javier Maldonado Trinchant	For
Banco Santander (Brasil) S.A.	8/30/2024	Ratify Composition of the Board of Directors	For
Telefonica Brasil S.A.	12/18/2024	Reduction in Share Capital (Without Cancellation of Shares)	For
Telefonica Brasil S.A.	12/18/2024	Amendments to Article 5 (Reconciliation of Share Capital)	For
Telefonica Brasil S.A.	12/18/2024	Consolidation of Articles	For
Telefonica Brasil S.A.	12/18/2024	Authorization of Legal Formalities	For
HIVE Digital Technologies Ltd.	12/11/2024	Elect Frank Holmes	For
HIVE Digital Technologies Ltd.	12/11/2024	Elect Susan McGee	For
HIVE Digital Technologies Ltd.	12/11/2024	Elect Marcus New	For
HIVE Digital Technologies Ltd.	12/11/2024	Elect Dave Perrill	For
HIVE Digital Technologies Ltd.	12/11/2024	Appointment of Auditor and Authority to Set Fees	For
HIVE Digital Technologies Ltd.	12/11/2024	Stock Option Plan Renewal	For
HIVE Digital Technologies Ltd.	12/11/2024	Restricted Share Unit Plan Renewal	For
Alibaba Group Holding Ltd	8/22/2024	Amend and Restate Memorandum and Articles of Association	For
Alibaba Group Holding Ltd	8/22/2024	Amend and Restate Memorandum and Articles of Association	For
Alibaba Group Holding Ltd	8/22/2024	Authority to Issue Shares w/o Preemptive Rights	For
Alibaba Group Holding Ltd	8/22/2024	Authority to Issue Shares w/o Preemptive Rights	For
Alibaba Group Holding Ltd	8/22/2024	Authority to Repurchase Shares	For
Alibaba Group Holding Ltd	8/22/2024	Authority to Repurchase Shares	For
Alibaba Group Holding Ltd	8/22/2024	Approval of the 2024 Equity Incentive Plan and the Service Provider Sub-limit	For
Alibaba Group Holding Ltd	8/22/2024	Approval of the 2024 Equity Incentive Plan and the Service Provider Sub-limit	For
Alibaba Group Holding Ltd	8/22/2024	Approval of the Service Provider Sub-limit	For
Alibaba Group Holding Ltd	8/22/2024	Approval of the Service Provider Sub-limit	For
Alibaba Group Holding Ltd	8/22/2024	Elect Joseph TSAI Chung	For
Alibaba Group Holding Ltd	8/22/2024	Elect J. Michael Evans	For
Alibaba Group Holding Ltd	8/22/2024	Elect Joseph TSAI Chung	For
Alibaba Group Holding Ltd	8/22/2024	Elect SHAN Weijian	For
Alibaba Group Holding Ltd	8/22/2024	Elect J. Michael Evans	For
Alibaba Group Holding Ltd	8/22/2024	Elect Irene LEE Yun Lien	For
Alibaba Group Holding Ltd	8/22/2024	Elect SHAN Weijian	For
Alibaba Group Holding Ltd	8/22/2024	Appointment of Auditors	For
Alibaba Group Holding Ltd	8/22/2024	Elect Irene LEE Yun Lien	For
Alibaba Group Holding Ltd	8/22/2024	Appointment of Auditors	For
Geely Automobile Holdings Ltd.	10/10/2024	Services Agreement	For
Geely Automobile Holdings Ltd.	10/10/2024	Automobile Components Sales and Purchase Agreement	For
Geely Automobile Holdings Ltd.	10/10/2024	Operation Services Agreement	For
Tongcheng Travel Holdings Limited	9/30/2024	2024 Tencent Strategic Cooperation and Marketing Promotion Framework Agreement	For
Agricultural Bank of China	11/29/2024	Elect WU Liansheng	For
Agricultural Bank of China	9/6/2024	Elect WANG Zhiheng	For
Agricultural Bank of China	11/29/2024	Elect LIU Xiaopeng	For
Agricultural Bank of China	9/6/2024	Elect LIN Li	For
Agricultural Bank of China	11/29/2024	Distribution of Interim Dividends	For
Agricultural Bank of China	9/6/2024	Elect ZHUANG Yumin	For
Agricultural Bank of China	11/29/2024	External Donation Budget for 2024	For
Agricultural Bank of China	9/6/2024	Amendments to Plan on Authorization of the Shareholders' General Meeting to the Board of Directors	For
Agricultural Bank of China	11/29/2024	Directors' Remuneration for 2023	For
Agricultural Bank of China	11/29/2024	Supervisors' Remuneration for 2023	For
Agricultural Bank of China	11/29/2024	Authority to Issue Financial Bonds	Abstain
Bank of China Ltd.	12/20/2024	2023 Remuneration Distribution Plan for Executive Directors	For

Bank of China Ltd.	9/24/2024	Amendments to Procedural Rules for Board of Supervisors	For
Bank of China Ltd.	12/20/2024	2023 Remuneration Distribution Plan for Chairperson of the Board of Supervisors	For
Bank of China Ltd.	9/24/2024	Application for Special Outbound Donation Limit	For
Bank of China Ltd.	12/20/2024	Interim Profit Distribution Plan for 2024	For
Bank of China Ltd.	9/24/2024	Appointment of Auditor and Authority to Set Fees	For
Bank of China Ltd.	12/20/2024	Elect ZHANG Hui	For
Bank of China Ltd.	9/24/2024	Approve Abolishment of Management Measures for Investment Approval	For
Bank of China Ltd.	12/20/2024	Elect HUANG Binghua	For
Bank of China Ltd.	9/24/2024	Approve Revised Scheme on Authorization of the Shareholders' General Meeting to the Board of Directors	For
Bank of China Ltd.	12/20/2024	Elect Jean-Louis Ekra	For
Bank of China Ltd.	12/20/2024	Elect ZHANG Ran	For
Bank of China Ltd.	12/20/2024	Elect LI Zimin	For
BYD Co	11/5/2024	Approval of the 2024 ESOP (Draft)	For
BYD Co	11/5/2024	Management Measures for the 2024 ESOP	For
BYD Co	11/5/2024	Board Authorization	For
BYD Co	11/5/2024	Amendments to Articles	For
China Construction Bank Corp.	11/28/2024	Distribution of Interim Dividends	For
China Construction Bank Corp.	11/28/2024	Additional Quota for Charitable Donations in 2024	For
China Construction Bank Corp.	11/28/2024	Authority to Renew Liabilities Insurance for Directors, Supervisors and Senior Management	Abstain
China Construction Bank Corp.	11/28/2024	Remuneration Distribution and Settlement Plan for Directors for FY2023	For
China Construction Bank Corp.	11/28/2024	Remuneration Distribution and Settlement Plan for Supervisors for FY2023	For
China Life Insurance Co	10/30/2024	Elect CAI Xiliang	For
China Life Insurance Co	10/30/2024	Interim Dividend Distribution	For
China Railway Group Ltd	8/20/2024	Elect CHEN Yun	Against
China Railway Group Ltd	8/20/2024	Elect CHEN Wenjian	For
China Railway Group Ltd	8/20/2024	Elect WANG Shiqi	For
China Railway Group Ltd	8/20/2024	Elect WEN Limin	Against
China Railway Group Ltd	8/20/2024	Elect XIU Long	For
China Railway Group Ltd	8/20/2024	Elect SUN Lishi	For
China Railway Group Ltd	8/20/2024	Elect TU Haiming	For
China Tower Corporation Limited	12/23/2024	Share Consolidation and Capital Reduction	For
China Tower Corporation Limited	12/23/2024	2023 Remuneration Plan	For
China Tower Corporation Limited	12/23/2024	Share Consolidation and Capital Reduction	For
Flat Glass Group Co Ltd.	11/18/2024	Distribution of Interim Dividends	For
Flat Glass Group Co Ltd.	11/18/2024	Change of Registered Capital and Amendments to Articles	For
Flat Glass Group Co Ltd.	11/18/2024	Board Authority	For
Flat Glass Group Co Ltd.	11/18/2024	Amendments to Procedural Rules of General Meeting	Against
Flat Glass Group Co Ltd.	11/18/2024	Elect RUAN Hongliang	For
Flat Glass Group Co Ltd.	11/18/2024	Elect JIANG Jinhua	For
Flat Glass Group Co Ltd.	11/18/2024	Elect RUAN Zeyun	For
Flat Glass Group Co Ltd.	11/18/2024	Elect WEI Yezhong	For
Flat Glass Group Co Ltd.	11/18/2024	Elect SHEN Qifu	For
Flat Glass Group Co Ltd.	11/18/2024	Elect XU Pan	For
Flat Glass Group Co Ltd.	11/18/2024	Elect DU Jian	For
Flat Glass Group Co Ltd.	11/18/2024	Elect Carmen NG Yau Kuen	For
Flat Glass Group Co Ltd.	11/18/2024	Elect ZHENG Wenrong as Supervisor	For
Flat Glass Group Co Ltd.	11/18/2024	Elect SHEN Fuquan as Supervisor	Against
Flat Glass Group Co Ltd.	11/18/2024	Elect ZHU Quanming as Supervisor	Against
Ganfeng Lithium Group Co. Ltd.	11/25/2024	Provision of External Guarantees by the Company and Its Subsidiaries	For
Ganfeng Lithium Group Co. Ltd.	11/25/2024	Provision of Guarantee to Minera Exar by the Company and Its Subsidiaries	For
Ganfeng Lithium Group Co. Ltd.	8/13/2024	Provision of guarantees to a wholly-owned subsidiary	For
Ganfeng Lithium Group Co. Ltd.	11/25/2024	Connected transactions regarding financial aid to joint venture	For
Ganfeng Lithium Group Co. Ltd.	8/13/2024	Amendments to Articles	For
Ganfeng Lithium Group Co. Ltd.	11/25/2024	Provision of Guarantees to a Subsidiary Regarding Capital Injection, Share Expansion and Introduction of Industry Fund	For
Ganfeng Lithium Group Co. Ltd.	8/13/2024	Change of the Company's Registered Capital	For
Ganfeng Lithium Group Co. Ltd.	11/25/2024	Provision of Guarantees to a Subsidiary	For
Ganfeng Lithium Group Co. Ltd.	8/13/2024	Foreign Exchange Transactions	For

Ganfeng Lithium Group Co. Ltd.	8/13/2024	Issuance of Foreign Bonds by a Subsidiary	For
Ganfeng Lithium Group Co. Ltd.	8/13/2024	Elect WONG Ho-Kwan as Independent Director	For
Ganfeng Lithium Group Co. Ltd.	8/13/2024	Elect LUO Rong and Non-Independent Director	For
Haier Smart Home Co Ltd	12/20/2024	Connected Transactions Regarding Acceptance of Voting Right Entrustment	For
Industrial & Commercial Bank of China Ltd.	12/2/2024	Distribution of Interim Dividends	For
Industrial & Commercial Bank of China Ltd.	9/20/2024	Elect WANG Jingwu	For
Industrial & Commercial Bank of China Ltd.	12/2/2024	Elect LI Weiping	For
Industrial & Commercial Bank of China Ltd.	9/20/2024	Elect CHEN Guanting	For
Industrial & Commercial Bank of China Ltd.	12/2/2024	Approve Xi'an Data Center Building Project	For
Industrial & Commercial Bank of China Ltd.	9/20/2024	Limit for External Donations	For
Industrial & Commercial Bank of China Ltd.	12/2/2024	Authority to Issue Financial Bond for 2025	Against
Industrial & Commercial Bank of China Ltd.	9/20/2024	Engagement of External Auditors for 2024	For
Industrial & Commercial Bank of China Ltd.	12/2/2024	Payment Plan of Remuneration to Directors for 2023	For
Industrial & Commercial Bank of China Ltd.	9/20/2024	Approve Revised Plan on Authorization of the Shareholders' General Meeting to the Board of Directors	For
Industrial & Commercial Bank of China Ltd.	12/2/2024	Payment Plan of Remuneration to Supervisors for 2023	For
PICC Property & Casualty Co	10/29/2024	Allocation of Interim Dividend	For
PICC Property & Casualty Co	12/20/2024	Elect DING Xiangqun	For
PICC Property & Casualty Co	10/29/2024	Elect GONG Xinyu	For
Pernod Ricard	11/8/2024	Accounts and Reports; Non Tax-Deductible Expenses	For
Pernod Ricard	11/8/2024	Consolidated Accounts and Reports	For
Pernod Ricard	11/8/2024	Allocation of Profits/Dividends	For
Pernod Ricard	11/8/2024	Elect Virginie Fauvel	For
Pernod Ricard	11/8/2024	Elect Alexandre Ricard	For
Pernod Ricard	11/8/2024	Elect César Giron	For
Pernod Ricard	11/8/2024	Appointment of Auditor for Sustainability Reporting (Deloitte)	For
Pernod Ricard	11/8/2024	Appointment of Auditor for Sustainability Reporting (KPMG)	For
Pernod Ricard	11/8/2024	2023 Remuneration of Alexandre Ricard, Chair and CEO	Against
Pernod Ricard	11/8/2024	2024 Remuneration Policy (Chair and CEO)	For
Pernod Ricard	11/8/2024	2023 Remuneration Report	Against
Pernod Ricard	11/8/2024	2024 Remuneration Policy (Board of Directors)	For
Pernod Ricard	11/8/2024	Special Auditors Report on Regulated Agreements	For
Pernod Ricard	11/8/2024	Authority to Repurchase and Reissue Shares	For
Pernod Ricard	11/8/2024	Authority to Issue Performance Shares	For
Pernod Ricard	11/8/2024	Authority to Issue Restricted Shares	For
Pernod Ricard	11/8/2024	Authorisation of Legal Formalities	For
SOITEC	7/23/2024	Accounts and Reports; Non Tax-Deductible Expenses	For
SOITEC	7/23/2024	Consolidated Accounts and Reports	For
SOITEC	7/23/2024	Allocation of Profits	For
SOITEC	7/23/2024	Elect Frédéric B. Lissalde	Against
SOITEC	7/23/2024	Elect Françoise Chombar	For
SOITEC	7/23/2024	Elect Satoshi Onishi	For
SOITEC	7/23/2024	Elect Shuo Zhang	For
SOITEC	7/23/2024	Supplementary Retirement Benefits (Pierre Barnabé, CEO)	For
SOITEC	7/23/2024	2023 Remuneration Report	Against
SOITEC	7/23/2024	2023 Remuneration of Éric Meurice, Chair	For
SOITEC	7/23/2024	2023 Remuneration of Pierre Barnabé, CEO	Against
SOITEC	7/23/2024	2024 Remuneration Policy (Chair)	For
SOITEC	7/23/2024	2024 Remuneration Policy (Board of Directors)	For
SOITEC	7/23/2024	2024 Remuneration Policy (CEO)	For
SOITEC	7/23/2024	Related Party Transactions (Éric Meurice)	For
SOITEC	7/23/2024	Appointment of Auditor for Sustainability Reporting (KPMG)	For
SOITEC	7/23/2024	Authority to Repurchase and Reissue Shares	For
SOITEC	7/23/2024	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	For
SOITEC	7/23/2024	Employee Stock Purchase Plan	For
SOITEC	7/23/2024	Authority to Issue Performance Shares	For
SOITEC	7/23/2024	Authority to Cancel Shares and Reduce Capital	For
SOITEC	7/23/2024	Authorisation of Legal Formalities	For
Verbio SE	12/6/2024	Allocation of Dividends	For
Verbio SE	12/6/2024	Ratification of Management Board Acts	For
Verbio SE	12/6/2024	Ratification of Supervisory Board Acts	For
Verbio SE	12/6/2024	Appointment of Auditor	For
Verbio SE	12/6/2024	Appointment of Auditor for Sustainability Reporting	For

Verbio SE	12/6/2024	Management Board Remuneration Policy	For
Verbio SE	12/6/2024	Remuneration Report	Against
Motor Oil (Hellas) Corinth Refineries S.A.	7/17/2024	Approval of Transactions with Ellaktor (Related Party Transactions)	For
Lenovo Group Ltd.	7/18/2024	Accounts and Reports	For
Lenovo Group Ltd.	7/18/2024	Allocation of Profits/Dividends	For
Lenovo Group Ltd.	7/18/2024	Elect John ZHAO Huan	Against
Lenovo Group Ltd.	7/18/2024	Elect Gordon Robert Halyburton Orr	For
Lenovo Group Ltd.	7/18/2024	Elect John Lawson Thornton	For
Lenovo Group Ltd.	7/18/2024	Elect Kasper Bo Roersted	For
Lenovo Group Ltd.	7/18/2024	Elect Cher WANG Hsiueh Hong	Against
Lenovo Group Ltd.	7/18/2024	Elect XUE Lan	For
Lenovo Group Ltd.	7/18/2024	Directors' Fees	For
Lenovo Group Ltd.	7/18/2024	Appointment of Auditor and Authority to Set Fees	For
Lenovo Group Ltd.	7/18/2024	Authority to Issue Shares w/o Preemptive Rights	Against
Lenovo Group Ltd.	7/18/2024	Authority to Repurchase Shares	For
Lenovo Group Ltd.	7/18/2024	Authority to Issue Repurchased Shares	Against
Lenovo Group Ltd.	9/12/2024	Warrants Subscription Agreement and Issuance of Warrants Under Specific Mandate	For
Lenovo Group Ltd.	9/12/2024	Convertible Bonds Subscription Agreement and Issuance of Convertible Bonds and Conversion Shares Under Specific Mandate	For
Dr. Reddy's Laboratories Ltd.	7/29/2024	Accounts and Reports	For
Dr. Reddy's Laboratories Ltd.	7/29/2024	Allocation of Profits/Dividends	For
Dr. Reddy's Laboratories Ltd.	7/29/2024	Elect Satish Reddy	For
Dr. Reddy's Laboratories Ltd.	7/29/2024	Appointment of Vishal Reddy as Employee (Related Party Transaction)	For
Dr. Reddy's Laboratories Ltd.	7/29/2024	Approve Payment of Fees to Cost Auditors	For
Dr. Reddy's Laboratories Ltd.	9/12/2024	Sub-division/Stock Split of Equity Shares of the Company	For
Infosys Ltd	11/26/2024	Related Party Transactions (Stater N.V.)	For
Infosys Ltd	11/26/2024	Related Party Transactions (Stater Nederland B.V.)	For
Wipro Ltd.	7/18/2024	Accounts and Reports	For
Wipro Ltd.	7/18/2024	Allocation of Profits/Dividends	For
Wipro Ltd.	7/18/2024	Elect Azim H. Premji	For
Wipro Ltd.	7/18/2024	Election & Re-appointment of Rishad A. Premji (Whole-time Director); Approval of Remuneration	For
Wipro Ltd.	7/18/2024	Re-appointment of Azim H. Premji (Non-executive Non-independent Director); Approval of Remuneration	For
Wipro Ltd.	7/18/2024	Approval of the Wipro Limited Employee Stock Options, Performance Stock Unit and/or Restricted Stock Unit Scheme 2024	For
Wipro Ltd.	7/18/2024	Extension of Wipro Limited Employee Stock Options, Performance Stock Unit and/or Restricted Stock Unit Scheme 2024 to Group Companies	For
Wipro Ltd.	11/21/2024	Bonus Share Issuance	For
Linde Plc	7/30/2024	Elect Stephen F. Angel	For
Linde Plc	7/30/2024	Elect Sanjiv Lamba	For
Linde Plc	7/30/2024	Elect Ann-Kristin Achleitner	For
Linde Plc	7/30/2024	Elect Thomas Enders	For
Linde Plc	7/30/2024	Elect Hugh Grant	For
Linde Plc	7/30/2024	Elect Joe Kaeser	For
Linde Plc	7/30/2024	Elect Victoria E. Ossadnik	For
Linde Plc	7/30/2024	Elect Paula Rosput Reynolds	For
Linde Plc	7/30/2024	Elect Alberto Weisser	For
Linde Plc	7/30/2024	Elect Robert L. Wood	For
Linde Plc	7/30/2024	Ratification of Auditor	For
Linde Plc	7/30/2024	Authority to Set Auditor's Fees	For
Linde Plc	7/30/2024	Advisory Vote on Executive Compensation	For
Linde Plc	7/30/2024	Determination of Price Range for Re-allotment of Treasury Shares	For
Bitfarms Ltd	11/20/2024	Board Size	For
Bitfarms Ltd	11/20/2024	Elect Andrew Chang	For
Bitfarms Ltd	11/20/2024	Shareholder Rights Plan	For
BPER Banca S.p.A	12/19/2024	Integration of Board of Statutory Auditors; Election of Silvia Bocci as Chair	For
BPER Banca S.p.A	12/19/2024	Partial Non-Proportional Demerger	For
BPER Banca S.p.A	12/19/2024	Amendments to Article 40 (Interim Dividend)	For

Maire S.p.A.	12/19/2024	Amendments to Article 6 (Additional Voting Rights)	Against
Pirelli & C. S.p.A.	12/12/2024	Amendments to Articles	Against
Pirelli & C. S.p.A.	12/12/2024	Amendments to Articles	For
Pirelli & C. S.p.A.	12/12/2024	Restatement of General Meeting Regulations	Against
Salvatore Ferragamo S.p.A.	11/26/2024	Ratification of Co-Option of Ernesto Greco	Against
Salvatore Ferragamo S.p.A.	11/26/2024	Related Party Transactions (Consultation Agreement with Ernesto Greco)	Against
Salvatore Ferragamo S.p.A.	11/26/2024	Restatement of General Meeting Regulations	Against
Salvatore Ferragamo S.p.A.	11/26/2024	Amendments to Article 12 (Shareholders' Rights Related to General Meetings)	For
Salvatore Ferragamo S.p.A.	11/26/2024	Amendments to Article 13 (Shareholders' Requirements to Vote at Meetings)	For
Salvatore Ferragamo S.p.A.	11/26/2024	Amendments to Article 14 (Closed-Door Meetings)	Against
Salvatore Ferragamo S.p.A.	11/26/2024	Amendments to Article 20 (Co-option of Directors)	For
Salvatore Ferragamo S.p.A.	11/26/2024	Amendments to Article 22 (Board and Committee Meetings)	For
Salvatore Ferragamo S.p.A.	11/26/2024	Amendments to Article 30 (Board of Statutory Auditors' Meetings)	For
Technogym S.p.A.	12/3/2024	Amendments to Article 3 (Company Purpose)	For
Technogym S.p.A.	12/3/2024	Amendments to Article 7 (Additional Voting Rights)	Against
Technogym S.p.A.	12/3/2024	Amendments to Article 14 (Closed-Door Meetings)	Against
Technoprobe Spa	12/20/2024	Appointment of Auditor for Sustainability Reporting and Authority to Set Audit Fees	For
Technoprobe Spa	12/20/2024	Ratification of Co-Option of Gregory S. Smith	For
Unipol Gruppo S.p.A.	10/21/2024	Merger by Incorporation (UnipolSai Assicurazioni S.p.A., Unipol Finance S.r.l., UnipolPart I S.p.A. and Unipol Investment S.p.A.)	For
Unipol Gruppo S.p.A.	10/21/2024	Amendments to Articles	Against
Unipol Gruppo S.p.A.	10/21/2024	Amendments to Article 12 (Board Meetings)	For
Unipol Gruppo S.p.A.	10/21/2024	Amendments to Article 17 (Board of Statutory Auditors)	For
Unipol Gruppo S.p.A.	10/21/2024	Board Size	For
Unipol Gruppo S.p.A.	10/21/2024	Election of Directors; Term Length	For
Unipol Gruppo S.p.A.	10/21/2024	Directors' Fees	For
Unipol Gruppo S.p.A.	10/21/2024	Increase in Auditor's Fees (FY 2021-2029)	For
Fast Retailing Co. Ltd.	11/28/2024	Amendment to Articles	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Tadashi Yanai	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Nobumichi Hattori	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Masaaki Shintaku	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Naotake Ono	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Kathy Matsui @ Kathy Mitsuko Koll	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Joji Kurumado	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Yutaka Kyoya	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Takeshi Okazaki	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Kazumi Yanai	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Koji Yanai	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Keiko Kaneko	For
Fast Retailing Co. Ltd.	11/28/2024	Elect Masakatsu Mori	For
Lasertec Corporation	9/26/2024	Allocation of Profits/Dividends	For
Lasertec Corporation	9/26/2024	Amendments to Articles	For
Lasertec Corporation	9/26/2024	Elect Osamu Okabayashi	For
Lasertec Corporation	9/26/2024	Elect Haruhiko Kusunose	For
Lasertec Corporation	9/26/2024	Elect Tetsuya Sendoda	For
Lasertec Corporation	9/26/2024	Elect Atsushi Tajima	For
Lasertec Corporation	9/26/2024	Elect Koji Mihara	For
Lasertec Corporation	9/26/2024	Elect Yoshiko Iwata	For
Lasertec Corporation	9/26/2024	Elect Miyuki Ishiguro	For
Lasertec Corporation	9/26/2024	Elect Takashi Yuri	For
Lasertec Corporation	9/26/2024	Elect Koichi Asami	For
Lasertec Corporation	9/26/2024	Elect Masakatsu Asano	For
Lasertec Corporation	9/26/2024	Elect Eiichi Izumo	For
Lasertec Corporation	9/26/2024	Elect Ayumi Michi @ Ayumi Kodama	For
Lasertec Corporation	9/26/2024	Elect Ken Yamamoto as Alternate Statutory Auditor	For
Lasertec Corporation	9/26/2024	Directors' Fees	For
Lasertec Corporation	9/26/2024	Statutory Auditors' Fees	For
Lasertec Corporation	9/26/2024	Bonus	For
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Allocation of Profits/Dividends	For
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Mariko Fujii	For

Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Keiko Honda	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Kaoru Kato	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Satoko Kuwabara @ Satoko Ota	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Hirofumi Nomoto	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Mari Elka Pangestu	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Hiroshi Shimizu	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect David Sneider	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Koichi Tsuji	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Kenichi Miyanaga	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Ryoichi Shinke	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Kanetsugu Mike	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Hironori Kamezawa	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Iwao Nagashima	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Junichi Hanzawa	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Elect Makoto Kobayashi	For	
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	For	●
Mitsubishi UFJ Financial Group, Inc.	6/27/2024	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	For	
Toyota Motor Corporation	6/18/2024	Elect Akio Toyoda	Against	
Toyota Motor Corporation	6/18/2024	Elect Shigeru Hayakawa	Against	
Toyota Motor Corporation	6/18/2024	Elect Koji Sato	For	
Toyota Motor Corporation	6/18/2024	Elect Hiroki Nakajima	For	
Toyota Motor Corporation	6/18/2024	Elect Yoichi Miyazaki	For	
Toyota Motor Corporation	6/18/2024	Elect Simon Humphries	For	
Toyota Motor Corporation	6/18/2024	Elect Ikuro Sugawara	For	
Toyota Motor Corporation	6/18/2024	Elect Philip Craven	For	
Toyota Motor Corporation	6/18/2024	Elect Masahiko Oshima	For	
Toyota Motor Corporation	6/18/2024	Elect Emi Osono	For	
Toyota Motor Corporation	6/18/2024	Elect Hiromi Osada as Statutory Auditor	For	
Toyota Motor Corporation	6/18/2024	Elect Kumi Fujisawa @ Kumi Tsunoda as Alternate Statutory Auditor	For	
Toyota Motor Corporation	6/18/2024	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	For	●
West Holdings Corp.	11/26/2024	Allocation of Profits/Dividends	For	
West Holdings Corp.	11/26/2024	Elect Takashi Kikkawa	For	
West Holdings Corp.	11/26/2024	Elect Eiichiro Egashira	Against	
West Holdings Corp.	11/26/2024	Elect Kenji Araki	For	
West Holdings Corp.	11/26/2024	Elect Yoshihisa Goto	For	
West Holdings Corp.	11/26/2024	Elect Toshihisa Nagashima	For	
West Holdings Corp.	11/26/2024	Elect Toshiyuki Moriyama	For	
West Holdings Corp.	11/26/2024	Elect Tomohiro Amano	For	
West Holdings Corp.	11/26/2024	Elect Akira Naosaki	For	
West Holdings Corp.	11/26/2024	Elect Hideshi Nakajima	Against	
West Holdings Corp.	11/26/2024	Elect Takasuke Sawai	Against	
West Holdings Corp.	11/26/2024	Elect Kazuo Nakashima	For	
Centamin Plc	10/28/2024	Scheme of Arrangement	For	
Lyxor Asset Management Luxembourg S.A.	9/23/2024	Amendments to Articles Regarding Shareholder Rights	Abstain	
Adyen NV	10/23/2024	Elect Tom Adams to the Management Board	For	
Basic-Fit N.V.	10/15/2024	Elect Maurice de Kleer to the Management Board	For	
Elastic N.V.	10/1/2024	Elect Shay Banon	For	
Elastic N.V.	10/1/2024	Elect Chetan Puttagunta	For	
Elastic N.V.	10/1/2024	Elect Shelley B. Leibowitz	For	
Elastic N.V.	10/1/2024	Adoption of Dutch Statutory Annual Accounts for 2024	For	
Elastic N.V.	10/1/2024	Appointment of Dutch Statutory Auditor	For	
Elastic N.V.	10/1/2024	Ratification of Auditor	For	
Elastic N.V.	10/1/2024	Discharge from Liability for Executive Directors	Abstain	
Elastic N.V.	10/1/2024	Discharge from Liability for Non-Executive Directors	Abstain	
Elastic N.V.	10/1/2024	Authority to Issue Shares w/ Preemptive Rights	For	
Elastic N.V.	10/1/2024	Authority to Suppress Preemptive Rights	For	
Elastic N.V.	10/1/2024	Authority to Repurchase Shares	For	
Elastic N.V.	10/1/2024	Advisory Vote on Executive Compensation	Against	
Koninklijke Ahold Delhaize N.V.	7/10/2024	Elect Claude Sarraillh to the Management Board	For	
Pluxee N.V.	12/18/2024	Remuneration Report	Against	
Pluxee N.V.	12/18/2024	Accounts and Reports	For	
Pluxee N.V.	12/18/2024	Allocation of Dividends	For	

Pluxee N.V.	12/18/2024	Ratification of Executives' Acts	Abstain
Pluxee N.V.	12/18/2024	Ratification of Non-Executives' Acts	Abstain
Pluxee N.V.	12/18/2024	Authority to Repurchase Shares	For
Pluxee N.V.	12/18/2024	Appointment of Auditor	For
Prosus NV	8/21/2024	Remuneration Report	Against
Prosus NV	8/21/2024	Accounts and Reports	For
Prosus NV	8/21/2024	Allocation of Dividends	For
Prosus NV	8/21/2024	Ratification of Executives' Acts	Abstain
Prosus NV	8/21/2024	Ratification of Non-Executives' Acts	Abstain
Prosus NV	8/21/2024	Executive Remuneration Policy	Against
Prosus NV	8/21/2024	Non-Executive Remuneration Policy	For
Prosus NV	8/21/2024	Elect Fabricio Bloisi to the board of directors	For
Prosus NV	8/21/2024	Elect Hendrik J. du Toit to the Board of Directors	For
Prosus NV	8/21/2024	Elect Craig Enenstein to the Board of Directors	Against
Prosus NV	8/21/2024	Elect Angeliem Kemna to the Board of Directors	For
Prosus NV	8/21/2024	Elect Nolo Letele to the Board of Directors	Against
Prosus NV	8/21/2024	Elect Roberto Oliveira de Lima to the Board of Directors	Against
Prosus NV	8/21/2024	Appointment of Auditor	For
Prosus NV	8/21/2024	Authority to Issue Shares w/ or w/o Preemptive Rights	For
Prosus NV	8/21/2024	Authority to Repurchase Shares	For
Prosus NV	8/21/2024	Cancellation of Shares	For
Royal BAM Group NV	11/6/2024	Elect Jane C. Hanson to the Supervisory Board	For
Van Lanschot Kempen N.V	10/21/2024	Elect Else Bos to the Supervisory Board	For
Wolters Kluwers NV	10/28/2024	Elect Anjana Harve to the Supervisory Board	For
Cavendish Hydrogen ASA	12/6/2024	Election of Presiding Chair	For
Cavendish Hydrogen ASA	12/6/2024	Minutes	For
Cavendish Hydrogen ASA	12/6/2024	Notice of Meeting; Agenda	For
Cavendish Hydrogen ASA	12/6/2024	Retention of Directors	For
Cavendish Hydrogen ASA	12/6/2024	Shareholder Proposal Regarding the Election of Directors	Abstain
Yara International ASA.	5/28/2024	Notice of Meeting; Agenda	For
Yara International ASA.	5/28/2024	Election of Presiding Chair; Minutes	For
Yara International ASA.	5/28/2024	Authority to Set Auditor's Fees	For
Yara International ASA.	5/28/2024	Accounts and Reports	For
Yara International ASA.	5/28/2024	Allocation of Profits/Dividends	For
Yara International ASA.	5/28/2024	Remuneration Policy	For
Yara International ASA.	5/28/2024	Remuneration Report	Against
Yara International ASA.	5/28/2024	Corporate Governance Report	For
Yara International ASA.	5/28/2024	Election of Directors	For
Yara International ASA.	5/28/2024	Election of Nomination Committee	For
Yara International ASA.	5/28/2024	Directors' Fees	For
Yara International ASA.	5/28/2024	Nomination Committee Fees	For
Yara International ASA.	5/28/2024	Authority to Repurchase Shares	For
Yara International ASA.	5/28/2024	Shareholder Proposal Regarding Science-Based Scope 3 Targets	For
Alior Bank S.A	11/27/2024	Election of Presiding Chair	For
Alior Bank S.A	11/27/2024	Compliance with Rules of Convocation	For
Alior Bank S.A	11/27/2024	Agenda	For
Alior Bank S.A	11/27/2024	Shareholder Proposal Regarding Changes to the Supervisory Board Composition	Abstain
Alior Bank S.A	11/27/2024	Shareholder Proposal Regarding Coverage of Meeting Costs	For
Powszechna Kasa Oszczednosci Bank Polski SA	12/9/2024	Election of Presiding Chair	For
Powszechna Kasa Oszczednosci Bank Polski SA	12/9/2024	Compliance with Rules of Convocation	For
Powszechna Kasa Oszczednosci Bank Polski SA	12/9/2024	Agenda	For
Powszechna Kasa Oszczednosci Bank Polski SA	12/9/2024	Shareholder Proposal Regarding Amendments to Articles	For
Powszechna Kasa Oszczednosci Bank Polski SA	12/9/2024	Shareholder Proposal Regarding Changes to the Supervisory Board Composition	Abstain
Powszechna Kasa Oszczednosci Bank Polski SA	12/9/2024	Shareholder Proposal Regarding Approval of Assessment of Collegial Suitability of Supervisory Board Members	Abstain
Powszechna Kasa Oszczednosci Bank Polski SA	12/9/2024	Shareholder Proposal Regarding Coverage of Meeting Costs	For
Harmony Gold Mining Co Ltd	11/27/2024	Re-elect Mavuso Msimang	Against
Harmony Gold Mining Co Ltd	11/27/2024	Re-elect Vishnu P. Pillay	Against
Harmony Gold Mining Co Ltd	11/27/2024	Re-elect Karabo T. Nondumo	For
Harmony Gold Mining Co Ltd	11/27/2024	Re-elect Audit and Risk Committee Member (John Wetton)	Against
Harmony Gold Mining Co Ltd	11/27/2024	Re-elect Audit and Risk Committee Member (Karabo Nondumo)	For
Harmony Gold Mining Co Ltd	11/27/2024	Re-elect Audit and Risk Committee Member (Given Sibiya)	For

Harmony Gold Mining Co Ltd	11/27/2024	Elect Audit and Risk Committee Member (Bongani Nqwababa)	For
Harmony Gold Mining Co Ltd	11/27/2024	Elect Audit and Risk Committee Member (Martin Prinsloo)	For
Harmony Gold Mining Co Ltd	11/27/2024	Appointment of Auditor	For
Harmony Gold Mining Co Ltd	11/27/2024	Approve Remuneration Policy	Against
Harmony Gold Mining Co Ltd	11/27/2024	Approve Remuneration Implementation Report	Against
Harmony Gold Mining Co Ltd	11/27/2024	Authority to Issue Shares for Cash	For
Harmony Gold Mining Co Ltd	11/27/2024	Approve NEDs' Fees	For
Applus Services S.A.	7/18/2024	Delisting in Connection with Tender Offer	For
Applus Services S.A.	7/18/2024	Shareholder Proposal Regarding Amendments to Articles (Board Size)	For
Applus Services S.A.	7/18/2024	Board Size	For
Applus Services S.A.	7/18/2024	Ratify Co-Option of Alexander Metelkin	Against
Applus Services S.A.	7/18/2024	Ratify Co-Option of Linda Zhang	Against
Applus Services S.A.	7/18/2024	Related Party Transactions (Amber Finco PLC)	For
Applus Services S.A.	7/18/2024	Authorisation of Legal Formalities	For
Industria De Diseno Textil SA	7/9/2024	Individual Accounts and Reports	For
Industria De Diseno Textil SA	7/9/2024	Ratification of Board Acts	For
Industria De Diseno Textil SA	7/9/2024	Consolidated Accounts and Reports	For
Industria De Diseno Textil SA	7/9/2024	Report on Non-Financial Information	For
Industria De Diseno Textil SA	7/9/2024	Allocation of Profits/Dividends	For
Industria De Diseno Textil SA	7/9/2024	Amendments to Article 9 (Transfer of Shares)	For
Industria De Diseno Textil SA	7/9/2024	Amendments to Articles (Shareholders' Meeting)	For
Industria De Diseno Textil SA	7/9/2024	Amendments to Articles (Board and Committees)	For
Industria De Diseno Textil SA	7/9/2024	Amendments to Article 36 (Allocation of Profits)	For
Industria De Diseno Textil SA	7/9/2024	Amendments to Article 40 (Liquidation)	For
Industria De Diseno Textil SA	7/9/2024	Amendments to General Shareholders' Meeting Regulations	For
Industria De Diseno Textil SA	7/9/2024	Elect Flora Pérez Marcote	For
Industria De Diseno Textil SA	7/9/2024	Elect Belén Romana García	For
Industria De Diseno Textil SA	7/9/2024	Elect Denise Patricia Kingsmill	For
Industria De Diseno Textil SA	7/9/2024	Remuneration Report	For
Industria De Diseno Textil SA	7/9/2024	Authority to Set General Meeting Notice Period at 15 days	Against
Industria De Diseno Textil SA	7/9/2024	Authorisation of Legal Formalities	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Opening; Election of Presiding Council	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Presentation of Directors' Report	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Presentation of Auditors' Report	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Financial Statements	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Ratification of Board Acts	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Amendments to Articles 4 and 6	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Charitable Donations	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Ratification of Co-option of Directors	Against
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Directors' Fees	Against
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Appointment of Auditor	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Allocation of Profits/Dividends	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Presentation of Report on Competing Activities	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Authority to Carry out Competing Activities or Related Party Transactions	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Presentation of Report on Guarantees	For
Turkcell İletişim Hizmetleri A.Ş.	5/2/2024	Closing	For
BP plc	4/25/2024	Accounts and Reports	For
BP plc	4/25/2024	Remuneration Report	For
BP plc	4/25/2024	Elect Helge Lund	For
BP plc	4/25/2024	Elect Murray Auchincloss	For
BP plc	4/25/2024	Elect Katherine Anne Thomson	For
BP plc	4/25/2024	Elect Melody B. Meyer	For
BP plc	4/25/2024	Elect Tushar Morzaria	For
BP plc	4/25/2024	Elect Amanda J. Blanc	For
BP plc	4/25/2024	Elect Pamela Daley	For
BP plc	4/25/2024	Elect Hina Nagarajan	For
BP plc	4/25/2024	Elect Satish Pai	For
BP plc	4/25/2024	Elect Karen A. Richardson	For
BP plc	4/25/2024	Elect Johannes Teyssen	For
BP plc	4/25/2024	Appointment of Auditor	For
BP plc	4/25/2024	Authority to Set Auditor's Fees	For
BP plc	4/25/2024	Authorisation of Political Donations	For
BP plc	4/25/2024	Renewal of Scrip Dividend	For

BP plc	4/25/2024	Authority to Issue Shares w/ Preemptive Rights	For
BP plc	4/25/2024	Authority to Issue Shares w/o Preemptive Rights	For
BP plc	4/25/2024	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
BP plc	4/25/2024	Authority to Repurchase Shares	For
BP plc	4/25/2024	Authority to Set General Meeting Notice Period at 14 Days	For
Diageo plc	9/26/2024	Accounts and Reports	For
Diageo plc	9/26/2024	Remuneration Report	For
Diageo plc	9/26/2024	Final Dividend	For
Diageo plc	9/26/2024	Elect Julie Brown	For
Diageo plc	9/26/2024	Elect Nik Jhangiani	For
Diageo plc	9/26/2024	Elect Melissa Bethell	For
Diageo plc	9/26/2024	Elect Karen Blackett	For
Diageo plc	9/26/2024	Elect Valérie Chapoulaud-Floquet	For
Diageo plc	9/26/2024	Elect Debra A. Crew	For
Diageo plc	9/26/2024	Elect Javier Ferrán	For
Diageo plc	9/26/2024	Elect Susan Kilsby	For
Diageo plc	9/26/2024	Elect Sir John A. Manzoni	For
Diageo plc	9/26/2024	Elect Ireena Vittal	For
Diageo plc	9/26/2024	Appointment of Auditor	For
Diageo plc	9/26/2024	Authority to Set Auditor's Fees	For
Diageo plc	9/26/2024	Authorisation of Political Donations	For
Diageo plc	9/26/2024	Authority to Issue Shares w/ Preemptive Rights	For
Diageo plc	9/26/2024	Authority to Issue Shares w/o Preemptive Rights	For
Diageo plc	9/26/2024	Authority to Repurchase Shares	For
Diageo plc	9/26/2024	Authority to Set General Meeting Notice Period at 14 Days	For
HSBC Holdings plc	5/3/2024	Accounts and Reports	For
HSBC Holdings plc	5/3/2024	Remuneration Report	Against
HSBC Holdings plc	5/3/2024	Maximum Variable Pay Ratio	For
HSBC Holdings plc	5/3/2024	Elect Ann F. Godbehere	For
HSBC Holdings plc	5/3/2024	Elect Brendan R. Nelson	For
HSBC Holdings plc	5/3/2024	Elect Swee Lian Teo	For
HSBC Holdings plc	5/3/2024	Elect Geraldine Buckingham	For
HSBC Holdings plc	5/3/2024	Elect Rachel Duan	For
HSBC Holdings plc	5/3/2024	Elect Georges Elhedery	For
HSBC Holdings plc	5/3/2024	Elect Dame Carolyn Fairbairn	For
HSBC Holdings plc	5/3/2024	Elect James A. Forese	For
HSBC Holdings plc	5/3/2024	Elect Steven Guggenheimer	For
HSBC Holdings plc	5/3/2024	Elect José Antonio Meade Kuribreña	For
HSBC Holdings plc	5/3/2024	Elect Kalpana Morparia	For
HSBC Holdings plc	5/3/2024	Elect Eileen Murray	For
HSBC Holdings plc	5/3/2024	Elect Noel Quinn	For
HSBC Holdings plc	5/3/2024	Elect Mark E. Tucker	For
HSBC Holdings plc	5/3/2024	Appointment of Auditor	For
HSBC Holdings plc	5/3/2024	Authority to Set Auditor's Fees	For
HSBC Holdings plc	5/3/2024	Authorisation of Political Donations	For
HSBC Holdings plc	5/3/2024	Authority to Issue Shares w/ Preemptive Rights	For
HSBC Holdings plc	5/3/2024	Authority to Issue Shares w/o Preemptive Rights	For
HSBC Holdings plc	5/3/2024	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
HSBC Holdings plc	5/3/2024	Authority to Issue Repurchased Shares	For
HSBC Holdings plc	5/3/2024	Authority to Repurchase Shares	For
HSBC Holdings plc	5/3/2024	Authority to Repurchase Shares Off-Market	For
HSBC Holdings plc	5/3/2024	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For
HSBC Holdings plc	5/3/2024	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For
HSBC Holdings plc	5/3/2024	Authority to Set General Meeting Notice Period at 14 Days	For
HSBC Holdings plc	5/3/2024	Shareholder Proposal Regarding Pension Scheme	Abstain
ITM Power	10/8/2024	Accounts and Reports	For
ITM Power	10/8/2024	Remuneration Report	Against
ITM Power	10/8/2024	Elect Andrew C. Allen	Against
ITM Power	10/8/2024	Elect Sir Roger Bone	Against
ITM Power	10/8/2024	Appointment of Auditor	For
ITM Power	10/8/2024	Authority to Set Auditor's Fees	For
ITM Power	10/8/2024	Authority to Issue Shares w/ Preemptive Rights	For

ITM Power	10/8/2024	Authority to Issue Shares w/o Preemptive Rights	For
ITM Power	10/8/2024	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
Johnson Matthey plc	7/18/2024	Accounts and Reports	For
Johnson Matthey plc	7/18/2024	Remuneration Report	For
Johnson Matthey plc	7/18/2024	Final Dividend	For
Johnson Matthey plc	7/18/2024	Elect Liam Condon	For
Johnson Matthey plc	7/18/2024	Elect Rita Forst	For
Johnson Matthey plc	7/18/2024	Elect Jane Griffiths	For
Johnson Matthey plc	7/18/2024	Elect Barbara S. Jeremiah	For
Johnson Matthey plc	7/18/2024	Elect Xiaozhi Liu	For
Johnson Matthey plc	7/18/2024	Elect John O'Higgins	For
Johnson Matthey plc	7/18/2024	Elect Stephen Oxley	For
Johnson Matthey plc	7/18/2024	Elect Patrick W. Thomas	For
Johnson Matthey plc	7/18/2024	Elect Doug Webb	For
Johnson Matthey plc	7/18/2024	Appointment of Auditor	For
Johnson Matthey plc	7/18/2024	Authority to Set Auditor's Fees	For
Johnson Matthey plc	7/18/2024	Authorisation of Political Donations	For
Johnson Matthey plc	7/18/2024	Authority to Issue Shares w/ Preemptive Rights	For
Johnson Matthey plc	7/18/2024	Authority to Issue Shares w/o Preemptive Rights	For
Johnson Matthey plc	7/18/2024	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
Johnson Matthey plc	7/18/2024	Authority to Repurchase Shares	For
Johnson Matthey plc	7/18/2024	Authority to Set General Meeting Notice Period at 14 Days	For
Land Securities Group	7/11/2024	Accounts and Reports	For
Land Securities Group	7/11/2024	Remuneration Policy	For
Land Securities Group	7/11/2024	Remuneration Report	For
Land Securities Group	7/11/2024	Final Dividend	For
Land Securities Group	7/11/2024	Elect James Bowling	For
Land Securities Group	7/11/2024	Elect Moni Mannings	For
Land Securities Group	7/11/2024	Elect Sir Ian Cheshire	For
Land Securities Group	7/11/2024	Elect Mark Allan	For
Land Securities Group	7/11/2024	Elect Vanessa Simms	For
Land Securities Group	7/11/2024	Elect Madeleine Cosgrave	For
Land Securities Group	7/11/2024	Elect Christophe Evain	For
Land Securities Group	7/11/2024	Elect Miles W. Roberts	For
Land Securities Group	7/11/2024	Elect Manjiry Tamhane	For
Land Securities Group	7/11/2024	Appointment of Auditor	For
Land Securities Group	7/11/2024	Authority to Set Auditor's Fees	For
Land Securities Group	7/11/2024	Authorisation of Political Donations	For
Land Securities Group	7/11/2024	Authority to Issue Shares w/ Preemptive Rights	For
Land Securities Group	7/11/2024	Long-Term Incentive Plan	For
Land Securities Group	7/11/2024	Authority to Issue Shares w/o Preemptive Rights	For
Land Securities Group	7/11/2024	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For
Land Securities Group	7/11/2024	Authority to Repurchase Shares	For
National Grid Plc	7/10/2024	Accounts and Reports	For
National Grid Plc	7/10/2024	Final Dividend	For
National Grid Plc	7/10/2024	Elect Paula Rosput Reynolds	For
National Grid Plc	7/10/2024	Elect John Pettigrew	For
National Grid Plc	7/10/2024	Elect Andy Agg	For
National Grid Plc	7/10/2024	Elect Jacqui Ferguson	For
National Grid Plc	7/10/2024	Elect Ian P. Livingston	For
National Grid Plc	7/10/2024	Elect Iain J. Mackay	For
National Grid Plc	7/10/2024	Elect Anne Robinson	For
National Grid Plc	7/10/2024	Elect Earl L. Shipp	For
National Grid Plc	7/10/2024	Elect Jonathan Silver	For
National Grid Plc	7/10/2024	Elect Antony Wood	For
National Grid Plc	7/10/2024	Elect Martha B. Wyrsh	For
National Grid Plc	7/10/2024	Appointment of Auditor	For
National Grid Plc	7/10/2024	Authority to Set Auditor's Fees	For
National Grid Plc	7/10/2024	Remuneration Report	For
National Grid Plc	7/10/2024	Approval of Updated Climate Transition Plan	For
National Grid Plc	7/10/2024	Authorisation of Political Donations	For
National Grid Plc	7/10/2024	Authority to Issue Shares w/ Preemptive Rights	For
National Grid Plc	7/10/2024	Authority to Issue Shares w/o Preemptive Rights	For

National Grid Plc	7/10/2024	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	
National Grid Plc	7/10/2024	Authority to Repurchase Shares	For	
National Grid Plc	7/10/2024	Authority to Set General Meeting Notice Period at 14 Days	For	
Shell Plc	5/21/2024	Accounts and Reports	For	
Shell Plc	5/21/2024	Remuneration Report	For	
Shell Plc	5/21/2024	Elect Dick Boer	For	
Shell Plc	5/21/2024	Elect Neil A.P. Carson	For	
Shell Plc	5/21/2024	Elect Ann F. Godbehere	For	
Shell Plc	5/21/2024	Elect Sinead Gorman	For	
Shell Plc	5/21/2024	Elect Jane Holl Lute	For	
Shell Plc	5/21/2024	Elect Catherine J. Hughes	For	
Shell Plc	5/21/2024	Elect Sir Andrew Mackenzie	For	
Shell Plc	5/21/2024	Elect Sir Charles Roxburgh	For	
Shell Plc	5/21/2024	Elect Wael Sawan	For	
Shell Plc	5/21/2024	Elect Abraham Schot	For	
Shell Plc	5/21/2024	Elect Leena Srivastava	For	
Shell Plc	5/21/2024	Elect Cyrus Taraporevala	For	
Shell Plc	5/21/2024	Appointment of Auditor	For	
Shell Plc	5/21/2024	Authority to Set Auditor's Fees	For	
Shell Plc	5/21/2024	Authority to Issue Shares w/ Preemptive Rights	For	
Shell Plc	5/21/2024	Authority to Issue Shares w/o Preemptive Rights	For	
Shell Plc	5/21/2024	Authority to Repurchase Shares	For	
Shell Plc	5/21/2024	Authority to Repurchase Shares (Off-Market)	For	
Shell Plc	5/21/2024	Authorisation of Political Donations	For	
Shell Plc	5/21/2024	Approval of Energy Transition Update and Energy Transition Strategy 2024	Against	●
Shell Plc	5/21/2024	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	For	●
Unilever plc	5/1/2024	Accounts and Reports	For	
Unilever plc	5/1/2024	Remuneration Report	Against	
Unilever plc	5/1/2024	Remuneration Policy	For	
Unilever plc	5/1/2024	Advisory Vote on Climate Transition Action Plan	For	●
Unilever plc	5/1/2024	Elect Fernando Fernandez	For	
Unilever plc	5/1/2024	Elect Adrian Hennah	For	
Unilever plc	5/1/2024	Elect Andrea Jung	For	
Unilever plc	5/1/2024	Elect Susan Kilsby	For	
Unilever plc	5/1/2024	Elect Ruby Lu	For	
Unilever plc	5/1/2024	Elect Ian K. Meakins	For	
Unilever plc	5/1/2024	Elect Judith McKenna	For	
Unilever plc	5/1/2024	Elect Nelson Peltz	For	
Unilever plc	5/1/2024	Elect Hein Schumacher	For	
Unilever plc	5/1/2024	Appointment of Auditor	For	
Unilever plc	5/1/2024	Authority to Set Auditor's Fees	For	
Unilever plc	5/1/2024	Authorisation of Political Donations	For	
Unilever plc	5/1/2024	Authority to Issue Shares w/ Preemptive Rights	For	
Unilever plc	5/1/2024	Authority to Issue Shares w/o Preemptive Rights	For	
Unilever plc	5/1/2024	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	
Unilever plc	5/1/2024	Authority to Repurchase Shares	For	
Unilever plc	5/1/2024	Authority to Set General Meeting Notice Period at 14 Days	For	
Unilever plc	5/1/2024	Adoption of New Articles	For	
Vodafone Group plc	7/30/2024	Accounts and Reports	For	
Vodafone Group plc	7/30/2024	Elect Jean-François M. L. van Boxmeer	For	
Vodafone Group plc	7/30/2024	Elect Margherita Della Valle	For	
Vodafone Group plc	7/30/2024	Elect Luka Mucic	For	
Vodafone Group plc	7/30/2024	Elect Stephen A. Carter	For	
Vodafone Group plc	7/30/2024	Elect Michel Demaré	For	
Vodafone Group plc	7/30/2024	Elect Hatem Dowidar	For	
Vodafone Group plc	7/30/2024	Elect Delphine Ernotte Cunci	For	
Vodafone Group plc	7/30/2024	Elect Deborah L. Kerr	For	
Vodafone Group plc	7/30/2024	Elect Amparo Moraleda	For	
Vodafone Group plc	7/30/2024	Elect David T. Nish	For	
Vodafone Group plc	7/30/2024	Elect Kandimathie (Christine) Ramon	For	
Vodafone Group plc	7/30/2024	Elect Simon Segars	For	
Vodafone Group plc	7/30/2024	Final Dividend	For	

Vodafone Group plc	7/30/2024	Remuneration Report	Against	
Vodafone Group plc	7/30/2024	Appointment of Auditor	For	
Vodafone Group plc	7/30/2024	Authority to Set Auditor's Fees	For	
Vodafone Group plc	7/30/2024	Authority to Issue Shares w/ Preemptive Rights	For	
Vodafone Group plc	7/30/2024	Authority to Issue Shares w/o Preemptive Rights	For	
Vodafone Group plc	7/30/2024	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	
Vodafone Group plc	7/30/2024	Authority to Repurchase Shares	For	
Vodafone Group plc	7/30/2024	Authorisation of Political Donations	For	
Vodafone Group plc	7/30/2024	Authority to Set General Meeting Notice Period at 14 Days	For	
Alphabet Inc	6/7/2024	Elect Larry Page	For	
Alphabet Inc	6/7/2024	Elect Sergey Brin	For	
Alphabet Inc	6/7/2024	Elect Sundar Pichai	For	
Alphabet Inc	6/7/2024	Elect John L. Hennessy	Against	
Alphabet Inc	6/7/2024	Elect Frances H. Arnold	For	
Alphabet Inc	6/7/2024	Elect R. Martin Chavez	For	
Alphabet Inc	6/7/2024	Elect L. John Doerr	For	
Alphabet Inc	6/7/2024	Elect Roger W. Ferguson, Jr.	For	
Alphabet Inc	6/7/2024	Elect K. Ram Shriram	For	
Alphabet Inc	6/7/2024	Elect Robin L. Washington	For	
Alphabet Inc	6/7/2024	Ratification of Auditor	For	
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Abstain	
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding EEO Policy Risk Report	Abstain	
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Technologies	For	●
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Disclosure of Director Donations	Abstain	
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	For	●
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Lobbying Report	For	●
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Recapitalization	For	
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproductive Health Care	For	●
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight of AI	For	
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	For	●
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising	For	●
Alphabet Inc	6/7/2024	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	For	●
Amazon.com Inc.	5/22/2024	Elect Jeffrey P. Bezos	For	
Amazon.com Inc.	5/22/2024	Elect Andrew R. Jassy	For	
Amazon.com Inc.	5/22/2024	Elect Keith B. Alexander	For	
Amazon.com Inc.	5/22/2024	Elect Edith W. Cooper	For	
Amazon.com Inc.	5/22/2024	Elect Jamie S. Gorelick	For	
Amazon.com Inc.	5/22/2024	Elect Daniel P. Huttenlocher	For	
Amazon.com Inc.	5/22/2024	Elect Andrew Y. Ng	For	
Amazon.com Inc.	5/22/2024	Elect Indra K. Nooyi	For	
Amazon.com Inc.	5/22/2024	Elect Jonathan J. Rubinstein	Against	
Amazon.com Inc.	5/22/2024	Elect Brad D. Smith	For	
Amazon.com Inc.	5/22/2024	Elect Patricia Q. Stonesifer	For	
Amazon.com Inc.	5/22/2024	Elect Wendell P. Weeks	For	
Amazon.com Inc.	5/22/2024	Ratification of Auditor	For	
Amazon.com Inc.	5/22/2024	Advisory Vote on Executive Compensation	Against	
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Formation of Public Policy Committee	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	Against	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Report on Customer Due Diligence	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Lobbying Report	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For	
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	For	●

Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Just Transition Reporting	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Report on Plastic Packaging	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Disclosure of Director Donations	Abstain	
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Formation of Artificial Intelligence Committee	For	●
Amazon.com Inc.	5/22/2024	Shareholder Proposal Regarding Report on Working Conditions	For	●
American Tower Corp.	5/22/2024	Elect Steven O. Vondran	For	
American Tower Corp.	5/22/2024	Elect Kelly C. Chambliss	For	
American Tower Corp.	5/22/2024	Elect Teresa H. Clarke	For	
American Tower Corp.	5/22/2024	Elect Kenneth R. Frank	For	
American Tower Corp.	5/22/2024	Elect Robert D. Hormats	For	
American Tower Corp.	5/22/2024	Elect Grace D. Lieblein	For	
American Tower Corp.	5/22/2024	Elect Craig Macnab	For	
American Tower Corp.	5/22/2024	Elect Neville Ray	For	
American Tower Corp.	5/22/2024	Elect JoAnn A. Reed	Against	
American Tower Corp.	5/22/2024	Elect Pamela D.A. Reeve	For	
American Tower Corp.	5/22/2024	Elect Bruce L. Tanner	For	
American Tower Corp.	5/22/2024	Ratification of Auditor	For	
American Tower Corp.	5/22/2024	Advisory Vote on Executive Compensation	For	
American Tower Corp.	5/22/2024	Shareholder Proposal Regarding Right to Call Special Meeting	For	
American Tower Corp.	5/22/2024	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For	
Archer Aviation Inc	12/20/2024	Increase in Authorized Common Stock	Against	
Archer Aviation Inc	12/20/2024	Issuance of Common Stock	For	
Archer Aviation Inc	12/20/2024	Amendment to Restated Certificate of Incorporation	For	
Archer Aviation Inc	12/20/2024	Right to Adjourn Meeting	For	
Caterpillar Inc.	6/12/2024	Elect Daniel M. Dickinson	Against	
Caterpillar Inc.	6/12/2024	Elect James C. Fish, Jr.	For	
Caterpillar Inc.	6/12/2024	Elect Gerald Johnson	For	
Caterpillar Inc.	6/12/2024	Elect David W. MacLennan	For	
Caterpillar Inc.	6/12/2024	Elect Judith F. Marks	For	
Caterpillar Inc.	6/12/2024	Elect Debra L. Reed-Klages	For	
Caterpillar Inc.	6/12/2024	Elect Susan C. Schwab	For	
Caterpillar Inc.	6/12/2024	Elect D. James Umpleby III	For	
Caterpillar Inc.	6/12/2024	Elect Rayford Wilkins Jr.	For	
Caterpillar Inc.	6/12/2024	Ratification of Auditor	For	
Caterpillar Inc.	6/12/2024	Advisory Vote on Executive Compensation	For	
Caterpillar Inc.	6/12/2024	Shareholder Proposal Regarding Independent Chair	Abstain	
Caterpillar Inc.	6/12/2024	Shareholder Proposal Regarding Lobbying Report	For	●
Caterpillar Inc.	6/12/2024	Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Abstain	
ChargePoint Holdings Inc	7/9/2024	Elect Roxanne Bowman	For	
ChargePoint Holdings Inc	7/9/2024	Elect Axel Harries	For	
ChargePoint Holdings Inc	7/9/2024	Elect Mark Leschly	For	
ChargePoint Holdings Inc	7/9/2024	Elect Ekta Singh-Bushell	For	
ChargePoint Holdings Inc	7/9/2024	Ratification of Auditor	For	
ChargePoint Holdings Inc	7/9/2024	Advisory Vote on Executive Compensation	Against	
Cisco Systems, Inc.	12/9/2024	Elect Wesley G. Bush	For	
Cisco Systems, Inc.	12/9/2024	Elect Michael D. Capellas	Against	
Cisco Systems, Inc.	12/9/2024	Elect Mark S. Garrett	For	
Cisco Systems, Inc.	12/9/2024	Elect John D. Harris II	For	
Cisco Systems, Inc.	12/9/2024	Elect Kristina M. Johnson	For	
Cisco Systems, Inc.	12/9/2024	Elect Sarah Rae Murphy	For	
Cisco Systems, Inc.	12/9/2024	Elect Charles H. Robbins	For	
Cisco Systems, Inc.	12/9/2024	Elect Daniel H. Schulman	For	
Cisco Systems, Inc.	12/9/2024	Elect Marianna Tessel	For	
Cisco Systems, Inc.	12/9/2024	Advisory Vote on Executive Compensation	Against	

Cisco Systems, Inc.	12/9/2024	Ratification of Auditor	For	
Citigroup Inc	4/30/2024	Elect Ellen M. Costello	For	
Citigroup Inc	4/30/2024	Elect Grace E. Dailey	For	
Citigroup Inc	4/30/2024	Elect Barbara J. Desoer	For	
Citigroup Inc	4/30/2024	Elect John C. Dugan	For	
Citigroup Inc	4/30/2024	Elect Jane N. Fraser	For	
Citigroup Inc	4/30/2024	Elect Duncan P. Hennes	For	
Citigroup Inc	4/30/2024	Elect Peter B. Henry	For	
Citigroup Inc	4/30/2024	Elect S. Leslie Ireland	For	
Citigroup Inc	4/30/2024	Elect Renée J. James	For	
Citigroup Inc	4/30/2024	Elect Gary M. Reiner	For	
Citigroup Inc	4/30/2024	Elect Diana L. Taylor	For	
Citigroup Inc	4/30/2024	Elect James S. Turley	For	
Citigroup Inc	4/30/2024	Elect Casper W. von Koskull	For	
Citigroup Inc	4/30/2024	Ratification of Auditor	For	
Citigroup Inc	4/30/2024	Advisory Vote on Executive Compensation	Against	
Citigroup Inc	4/30/2024	Amendment to the 2019 Stock Incentive Plan	For	
Citigroup Inc	4/30/2024	Shareholder Proposal Regarding Independent Chair	Abstain	
Citigroup Inc	4/30/2024	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	For	●
Citigroup Inc	4/30/2024	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Abstain	
Citigroup Inc	4/30/2024	Shareholder Proposal Regarding Diversity and Inclusion Report	Abstain	●
Citigroup Inc	4/30/2024	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Abstain	●
Citigroup Inc	4/30/2024	Shareholder Proposal Regarding Report on Oversight of Animal Welfare	For	
Cleanspark Inc	10/25/2024	Increase in Authorized Common Stock	For	
Cleanspark Inc	10/25/2024	Right to Adjourn Meeting	For	
Coca-Cola Co	5/1/2024	Elect Herbert A. Allen, III	For	
Coca-Cola Co	5/1/2024	Elect Marc Bolland	For	
Coca-Cola Co	5/1/2024	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	For	
Coca-Cola Co	5/1/2024	Elect Christopher C. Davis	For	
Coca-Cola Co	5/1/2024	Elect Barry Diller	For	
Coca-Cola Co	5/1/2024	Elect Carolyn N. Everson	For	
Coca-Cola Co	5/1/2024	Elect Helene D. Gayle	For	
Coca-Cola Co	5/1/2024	Elect Thomas S. Gayner	For	
Coca-Cola Co	5/1/2024	Elect Alexis M. Herman	For	
Coca-Cola Co	5/1/2024	Elect Maria Elena Lagomasino	For	
Coca-Cola Co	5/1/2024	Elect Amity Millhiser	For	
Coca-Cola Co	5/1/2024	Elect James Quincey	For	
Coca-Cola Co	5/1/2024	Elect Caroline J. Tsay	For	
Coca-Cola Co	5/1/2024	Elect David B. Weinberg	For	
Coca-Cola Co	5/1/2024	Advisory Vote on Executive Compensation	For	
Coca-Cola Co	5/1/2024	Approval of the 2024 Equity Plan	For	
Coca-Cola Co	5/1/2024	Approval of the Employee Stock Purchase Plan	For	
Coca-Cola Co	5/1/2024	Ratification of Auditor	For	
Coca-Cola Co	5/1/2024	Shareholder Proposal Regarding Diversity and Inclusion Report	Abstain	●
Coca-Cola Co	5/1/2024	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	For	●
Coca-Cola Co	5/1/2024	Shareholder Proposal Regarding Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	Abstain	●
Dell Technologies Inc	6/27/2024	Elect Michael Dell	For	
Dell Technologies Inc	6/27/2024	Elect David W. Dorman	For	
Dell Technologies Inc	6/27/2024	Elect Egon P. Durban	For	
Dell Technologies Inc	6/27/2024	Elect David J. Grain	For	
Dell Technologies Inc	6/27/2024	Elect William D. Green	For	
Dell Technologies Inc	6/27/2024	Elect Steven M. Mollenkopf	For	
Dell Technologies Inc	6/27/2024	Elect Lynn M. Vojvodich Radakovich	For	
Dell Technologies Inc	6/27/2024	Elect Ellen J. Kullman	Withhold	
Dell Technologies Inc	6/27/2024	Ratification of Auditor	For	
Dell Technologies Inc	6/27/2024	Advisory Vote on Executive Compensation	Against	
Dell Technologies Inc	6/27/2024	Shareholder Proposal Regarding Charitable Contributions Disclosure	Abstain	●

Dell Technologies Inc	6/27/2024	Shareholder Proposal Regarding Diversity and Inclusion Report	For	●
Goldman Sachs Group, Inc.	4/24/2024	Elect M. Michele Burns	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect Mark Flaherty	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect Kimberley Harris	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect Kevin R. Johnson	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect Ellen J. Kullman	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect Lakshmi N. Mittal	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect Thomas K. Montag	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect Peter Oppenheimer	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect David M. Solomon	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect Jan E. Tighe	For	
Goldman Sachs Group, Inc.	4/24/2024	Elect David A. Viniar	For	
Goldman Sachs Group, Inc.	4/24/2024	Advisory Vote on Executive Compensation	Against	
Goldman Sachs Group, Inc.	4/24/2024	Ratification of Auditor	For	
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Independent Chair	For	
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Lobbying Report	For	●
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Report on Harassment and Discrimination	For	●
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Environmental Justice Impact Assessment	For	●
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	For	●
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Proxy Voting Review	For	●
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change	Abstain	●
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For	
Goldman Sachs Group, Inc.	4/24/2024	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Abstain	
International Business Machines Corp.	4/30/2024	Elect Marianne C. Brown	For	
International Business Machines Corp.	4/30/2024	Elect Thomas Buberl	For	
International Business Machines Corp.	4/30/2024	Elect David N. Farr	For	
International Business Machines Corp.	4/30/2024	Elect Alex Gorsky	For	
International Business Machines Corp.	4/30/2024	Elect Michelle Howard	For	
International Business Machines Corp.	4/30/2024	Elect Arvind Krishna	For	
International Business Machines Corp.	4/30/2024	Elect Andrew N. Liveris	For	
International Business Machines Corp.	4/30/2024	Elect F. William McNabb, III	For	
International Business Machines Corp.	4/30/2024	Elect Michael Miebach	For	
International Business Machines Corp.	4/30/2024	Elect Martha E. Pollack	For	
International Business Machines Corp.	4/30/2024	Elect Peter R. Voser	For	
International Business Machines Corp.	4/30/2024	Elect Frederick H. Waddell	For	
International Business Machines Corp.	4/30/2024	Elect Alfred W. Zollar	For	
International Business Machines Corp.	4/30/2024	Ratification of Auditor	For	
International Business Machines Corp.	4/30/2024	Advisory Vote on Executive Compensation	Against	
International Business Machines Corp.	4/30/2024	Shareholder Proposal Regarding Lobbying Report	For	●
International Business Machines Corp.	4/30/2024	Shareholder Proposal Regarding Report on Corporate Operations with China	For	●
International Business Machines Corp.	4/30/2024	Shareholder Proposal Regarding Right to Act by Written Consent	For	
International Business Machines Corp.	4/30/2024	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Target	For	●
International Business Machines Corp.	4/30/2024	Shareholder Proposal Regarding Adoption of Targets to Achieve Net Zero Emissions by 2050	For	●
JPMorgan Chase & Co.	5/21/2024	Elect Linda B. Bammann	For	
JPMorgan Chase & Co.	5/21/2024	Elect Stephen B. Burke	Against	
JPMorgan Chase & Co.	5/21/2024	Elect Todd A. Combs	For	
JPMorgan Chase & Co.	5/21/2024	Elect Alicia Boler Davis	For	
JPMorgan Chase & Co.	5/21/2024	Elect James Dimon	For	
JPMorgan Chase & Co.	5/21/2024	Elect Alex Gorsky	For	
JPMorgan Chase & Co.	5/21/2024	Elect Mellody Hobson	For	
JPMorgan Chase & Co.	5/21/2024	Elect Phebe N. Novakovic	For	
JPMorgan Chase & Co.	5/21/2024	Elect Virginia M. Rometty	For	
JPMorgan Chase & Co.	5/21/2024	Elect Mark A. Weinberger	For	
JPMorgan Chase & Co.	5/21/2024	Advisory Vote on Executive Compensation	Against	
JPMorgan Chase & Co.	5/21/2024	Amendment to the Long-Term Incentive Plan	For	
JPMorgan Chase & Co.	5/21/2024	Ratification of Auditor	For	

JPMorgan Chase & Co.	5/21/2024	Shareholder Proposal Regarding Independent Chair	For	
JPMorgan Chase & Co.	5/21/2024	Shareholder Proposal Regarding Audit of Climate Transition Policies	Abstain	●
JPMorgan Chase & Co.	5/21/2024	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	For	●
JPMorgan Chase & Co.	5/21/2024	Shareholder Proposal Regarding Proxy Voting Review	For	●
JPMorgan Chase & Co.	5/21/2024	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas	For	●
JPMorgan Chase & Co.	5/21/2024	Shareholder Proposal Regarding Severance Approval Policy	For	
JPMorgan Chase & Co.	5/21/2024	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	For	●
KLA Corp.	11/6/2024	Elect Robert M. Calderoni	Against	
KLA Corp.	11/6/2024	Elect Jeneanne Hanley	For	
KLA Corp.	11/6/2024	Elect Emiko Higashi	For	
KLA Corp.	11/6/2024	Elect Kevin J. Kennedy	For	
KLA Corp.	11/6/2024	Elect Michael R. McMullen	For	
KLA Corp.	11/6/2024	Elect Gary B. Moore	For	
KLA Corp.	11/6/2024	Elect Marie Myers	Abstain	
KLA Corp.	11/6/2024	Elect Victor Peng	For	
KLA Corp.	11/6/2024	Elect Robert A. Rango	For	
KLA Corp.	11/6/2024	Elect Richard P. Wallace	For	
KLA Corp.	11/6/2024	Ratification of Auditor	For	
KLA Corp.	11/6/2024	Advisory Vote on Executive Compensation	Against	
Lam Research Corp.	11/5/2024	Elect Sohail U. Ahmed	For	
Lam Research Corp.	11/5/2024	Elect Timothy M. Archer	For	
Lam Research Corp.	11/5/2024	Elect Eric K. Brandt	Against	
Lam Research Corp.	11/5/2024	Elect Ita M. Brennan	For	
Lam Research Corp.	11/5/2024	Elect Michael R. Cannon	Against	
Lam Research Corp.	11/5/2024	Elect John M. Dineen	For	
Lam Research Corp.	11/5/2024	Elect Mark Fields	For	
Lam Research Corp.	11/5/2024	Elect Ho Kyu Kang	For	
Lam Research Corp.	11/5/2024	Elect Bethany J. Mayer	For	
Lam Research Corp.	11/5/2024	Elect Jyoti K. Mehra	For	
Lam Research Corp.	11/5/2024	Elect Abhijit Y. Talwalkar	For	
Lam Research Corp.	11/5/2024	Advisory Vote on Executive Compensation	Against	
Lam Research Corp.	11/5/2024	Ratification of Auditor	For	
Mastercard Incorporated	6/18/2024	Elect Merit E. Janow	For	
Mastercard Incorporated	6/18/2024	Elect Candido Botelho Bracher	For	
Mastercard Incorporated	6/18/2024	Elect Richard K. Davis	For	
Mastercard Incorporated	6/18/2024	Elect Julius Genachowski	For	
Mastercard Incorporated	6/18/2024	Elect Goh Choon Phong	For	
Mastercard Incorporated	6/18/2024	Elect Oki Matsumoto	For	
Mastercard Incorporated	6/18/2024	Elect Michael Miebach	For	
Mastercard Incorporated	6/18/2024	Elect Youngme E. Moon	For	
Mastercard Incorporated	6/18/2024	Elect Rima Qureshi	For	
Mastercard Incorporated	6/18/2024	Elect Gabrielle Sulzberger	For	
Mastercard Incorporated	6/18/2024	Elect Harit Talwar	For	
Mastercard Incorporated	6/18/2024	Elect Lance Uggla	For	
Mastercard Incorporated	6/18/2024	Advisory Vote on Executive Compensation	For	
Mastercard Incorporated	6/18/2024	Ratification of Auditor	For	
Mastercard Incorporated	6/18/2024	Shareholder Proposal Regarding Lobbying Report	For	●
Mastercard Incorporated	6/18/2024	Shareholder Proposal Regarding Mandatory Director Resignation Policy	For	
Mastercard Incorporated	6/18/2024	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Abstain	●
Mastercard Incorporated	6/18/2024	Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruency Report	Abstain	●
Mastercard Incorporated	6/18/2024	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Abstain	●
McDonald's Corp	5/22/2024	Elect Anthony G. Capuano	For	
McDonald's Corp	5/22/2024	Elect Kareem Daniel	For	
McDonald's Corp	5/22/2024	Elect Lloyd H. Dean	For	
McDonald's Corp	5/22/2024	Elect Catherine Engelbert	For	
McDonald's Corp	5/22/2024	Elect Margaret H. Georgiadis	For	
McDonald's Corp	5/22/2024	Elect Michael D. Hsu	For	

McDonald's Corp	5/22/2024	Elect Christopher Kempczinski	For	
McDonald's Corp	5/22/2024	Elect John Mulligan	For	
McDonald's Corp	5/22/2024	Elect Jennifer Taubert	For	
McDonald's Corp	5/22/2024	Elect Paul S. Walsh	For	
McDonald's Corp	5/22/2024	Elect Amy Weaver	For	
McDonald's Corp	5/22/2024	Elect Miles D. White	Against	
McDonald's Corp	5/22/2024	Advisory Vote on Executive Compensation	Against	
McDonald's Corp	5/22/2024	Amendment to Articles to Limit the Liability of Certain Officers	Against	
McDonald's Corp	5/22/2024	Amendments to Certificate of Incorporation to Implement Miscellaneous Changes	Against	
McDonald's Corp	5/22/2024	Ratification of Auditor	For	
McDonald's Corp	5/22/2024	Shareholder Proposal Regarding Policy on Use of Medically Important Antibiotics in the Beef and Pork Supply Chain	For	●
McDonald's Corp	5/22/2024	Shareholder Proposal Regarding Cage-Free Eggs	For	
McDonald's Corp	5/22/2024	Shareholder Proposal Regarding Disclosure of Animal Welfare Indicators	For	
McDonald's Corp	5/22/2024	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	For	●
McDonald's Corp	5/22/2024	Shareholder Proposal Regarding Charitable Contributions Disclosure	Abstain	●
McDonald's Corp	5/22/2024	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	For	●
Merck & Co Inc	5/28/2024	Elect Douglas M. Baker, Jr.	For	
Merck & Co Inc	5/28/2024	Elect Mary Ellen Coe	For	
Merck & Co Inc	5/28/2024	Elect Pamela J. Craig	For	
Merck & Co Inc	5/28/2024	Elect Robert M. Davis	For	
Merck & Co Inc	5/28/2024	Elect Thomas H. Glocer	Against	
Merck & Co Inc	5/28/2024	Elect Risa Lavizzo-Mourey	For	
Merck & Co Inc	5/28/2024	Elect Stephen L. Mayo	For	
Merck & Co Inc	5/28/2024	Elect Paul B. Rothman	For	
Merck & Co Inc	5/28/2024	Elect Patricia F. Russo	Against	
Merck & Co Inc	5/28/2024	Elect Christine E. Seidman	For	
Merck & Co Inc	5/28/2024	Elect Inge G. Thulin	For	
Merck & Co Inc	5/28/2024	Elect Kathy J. Warden	For	
Merck & Co Inc	5/28/2024	Advisory Vote on Executive Compensation	For	
Merck & Co Inc	5/28/2024	Ratification of Auditor	For	
Merck & Co Inc	5/28/2024	Shareholder Proposal Regarding Right to Act by Written Consent	Abstain	
Merck & Co Inc	5/28/2024	Shareholder Proposal Regarding Government Censorship Transparency Report	Abstain	●
Merck & Co Inc	5/28/2024	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Abstain	●
Meta Platforms Inc	5/29/2024	Elect Peggy Alford	Withhold	
Meta Platforms Inc	5/29/2024	Elect Marc L. Andreessen	For	
Meta Platforms Inc	5/29/2024	Elect John Arnold	For	
Meta Platforms Inc	5/29/2024	Elect Andrew W. Houston	For	
Meta Platforms Inc	5/29/2024	Elect Nancy Killefer	For	
Meta Platforms Inc	5/29/2024	Elect Robert M. Kimmitt	For	
Meta Platforms Inc	5/29/2024	Elect Hock E. Tan	For	
Meta Platforms Inc	5/29/2024	Elect Tracey T. Travis	For	
Meta Platforms Inc	5/29/2024	Elect Tony Xu	For	
Meta Platforms Inc	5/29/2024	Elect Mark Zuckerberg	For	
Meta Platforms Inc	5/29/2024	Ratification of Auditor	For	
Meta Platforms Inc	5/29/2024	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Against	
Meta Platforms Inc	5/29/2024	Amendment to the 2012 Equity Incentive Plan	Against	
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Recapitalization	For	
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	For	●
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Disclosure of Vote Results by Share Class	For	
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Report on Human Rights Risks in Non-U.S. Markets	For	●
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Allowing Lead Independent Director to Set Agenda	For	

Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Human Rights Impact Assessment of AI Used in Targeted Advertising	For	●
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	For	●
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media	For	
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Report on Prohibiting Political Advertising and Restoring Enhanced Actions	For	●
Meta Platforms Inc	5/29/2024	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	For	●
Microchip Technology, Inc.	8/20/2024	Elect Ellen L. Barker	For	
Microchip Technology, Inc.	8/20/2024	Elect Matthew W. Chapman	Against	
Microchip Technology, Inc.	8/20/2024	Elect Karlton D. Johnson	For	
Microchip Technology, Inc.	8/20/2024	Elect Ganesh Moorthy	For	
Microchip Technology, Inc.	8/20/2024	Elect Robert A. Rango	For	
Microchip Technology, Inc.	8/20/2024	Elect Karen M. Rapp	Against	
Microchip Technology, Inc.	8/20/2024	Elect Steve Sanghi	For	
Microchip Technology, Inc.	8/20/2024	Amendment to the 2004 Equity Incentive Plan	For	
Microchip Technology, Inc.	8/20/2024	Ratification of Auditor	For	
Microchip Technology, Inc.	8/20/2024	Advisory Vote on Executive Compensation	For	
Microchip Technology, Inc.	8/20/2024	Shareholder Proposal Regarding Report on Customer Due Diligence	For	●
Microsoft Corporation	12/10/2024	Elect Reid G. Hoffman	For	
Microsoft Corporation	12/10/2024	Elect Hugh F. Johnston	For	
Microsoft Corporation	12/10/2024	Elect Teri L. List	For	
Microsoft Corporation	12/10/2024	Elect Catherine MacGregor	For	
Microsoft Corporation	12/10/2024	Elect Mark Mason	For	
Microsoft Corporation	12/10/2024	Elect Satya Nadella	For	
Microsoft Corporation	12/10/2024	Elect Sandra E. Peterson	For	
Microsoft Corporation	12/10/2024	Elect Penny S. Pritzker	For	
Microsoft Corporation	12/10/2024	Elect Carlos A. Rodriguez	For	
Microsoft Corporation	12/10/2024	Elect Charles W. Scharf	For	
Microsoft Corporation	12/10/2024	Elect John W. Stanton	For	
Microsoft Corporation	12/10/2024	Elect Emma N. Walmsley	For	
Microsoft Corporation	12/10/2024	Advisory Vote on Executive Compensation	Against	
Microsoft Corporation	12/10/2024	Ratification of Auditor	For	
Microsoft Corporation	12/10/2024	Shareholder Proposal Regarding Risks of Developing Military Weapons	For	●
Microsoft Corporation	12/10/2024	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	Abstain	
Microsoft Corporation	12/10/2024	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	For	●
Microsoft Corporation	12/10/2024	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	For	●
Microsoft Corporation	12/10/2024	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	For	●
Microsoft Corporation	12/10/2024	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	For	●
Morgan Stanley	5/23/2024	Elect Megan Butler	For	
Morgan Stanley	5/23/2024	Elect Thomas H. Glocer	For	
Morgan Stanley	5/23/2024	Elect James P. Gorman	For	
Morgan Stanley	5/23/2024	Elect Robert H. Herz	Against	
Morgan Stanley	5/23/2024	Elect Erika H. James	For	
Morgan Stanley	5/23/2024	Elect Hironori Kamezawa	For	
Morgan Stanley	5/23/2024	Elect Shelley B. Leibowitz	For	
Morgan Stanley	5/23/2024	Elect Stephen J. Luczo	For	
Morgan Stanley	5/23/2024	Elect Judith A. Miscik	For	
Morgan Stanley	5/23/2024	Elect Masato Miyachi	For	
Morgan Stanley	5/23/2024	Elect Dennis M. Nally	For	
Morgan Stanley	5/23/2024	Elect Edward Pick	For	
Morgan Stanley	5/23/2024	Elect Mary L. Schapiro	For	
Morgan Stanley	5/23/2024	Elect Perry M. Traquina	For	
Morgan Stanley	5/23/2024	Elect Rayford Wilkins Jr.	Against	
Morgan Stanley	5/23/2024	Ratification of Auditor	For	
Morgan Stanley	5/23/2024	Advisory Vote on Executive Compensation	Against	
Morgan Stanley	5/23/2024	Approval of the Employee Stock Purchase Plan	For	

Morgan Stanley	5/23/2024	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Abstain	●
Morgan Stanley	5/23/2024	Shareholder Proposal Regarding Lobbying Report	For	●
Morgan Stanley	5/23/2024	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	For	●
Nextracker Inc	8/19/2024	Elect Julie Blunden	For	
Nextracker Inc	8/19/2024	Elect Steven Mandel	For	
Nextracker Inc	8/19/2024	Elect Willy C. Shih	For	
Nextracker Inc	8/19/2024	Ratification of Auditor	For	
Nextracker Inc	8/19/2024	Advisory Vote on Executive Compensation	Against	
Nextracker Inc	8/19/2024	Amendment to the 2022 Equity Incentive Plan	For	
Nike, Inc.	9/10/2024	Elect Cathleen A. Benko	For	
Nike, Inc.	9/10/2024	Elect John W. Rogers, Jr.	Withhold	
Nike, Inc.	9/10/2024	Elect Robert Holmes Swan	For	
Nike, Inc.	9/10/2024	Advisory Vote on Executive Compensation	For	
Nike, Inc.	9/10/2024	Ratification of Auditor	For	
Nike, Inc.	9/10/2024	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For	
Nike, Inc.	9/10/2024	Shareholder Proposal Regarding Report on Supply Chain Management	For	●
Nike, Inc.	9/10/2024	Shareholder Proposal Regarding Worker-Driven Social Responsibility	Abstain	●
Nike, Inc.	9/10/2024	Shareholder Proposal Regarding Report on Sustainability Targets and Strategy	For	●
Nike, Inc.	9/10/2024	Shareholder Proposal Regarding Partnership Congruency With Fiduciary Duties	Abstain	●
Oracle Corp.	11/14/2024	Elect Awo Ablo	For	
Oracle Corp.	11/14/2024	Elect Jeffrey S. Berg	For	
Oracle Corp.	11/14/2024	Elect Michael J. Boskin	Withhold	
Oracle Corp.	11/14/2024	Elect Safra A. Catz	For	
Oracle Corp.	11/14/2024	Elect Bruce R. Chizen	Withhold	
Oracle Corp.	11/14/2024	Elect George H. Conrades	Withhold	
Oracle Corp.	11/14/2024	Elect Lawrence J. Ellison	For	
Oracle Corp.	11/14/2024	Elect Rona Fairhead	For	
Oracle Corp.	11/14/2024	Elect Jeffrey O. Henley	For	
Oracle Corp.	11/14/2024	Elect Charles W. Moorman	For	
Oracle Corp.	11/14/2024	Elect Leon E. Panetta	For	
Oracle Corp.	11/14/2024	Elect William G. Parrett	For	
Oracle Corp.	11/14/2024	Elect Naomi O. Seligman	For	
Oracle Corp.	11/14/2024	Advisory Vote on Executive Compensation	Against	
Oracle Corp.	11/14/2024	Ratification of Auditor	For	
Oracle Corp.	11/14/2024	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	For	
Palo Alto Networks Inc	12/10/2024	Elect John Key	For	
Palo Alto Networks Inc	12/10/2024	Elect Mary Pat McCarthy	For	
Palo Alto Networks Inc	12/10/2024	Elect Nir Zuk	Against	
Palo Alto Networks Inc	12/10/2024	Ratification of Auditor	For	
Palo Alto Networks Inc	12/10/2024	Frequency of Advisory Vote on Executive Compensation	1 Year	
Palo Alto Networks Inc	12/10/2024	Advisory Vote on Executive Compensation	Against	
Palo Alto Networks Inc	12/10/2024	Amendment to the 2021 Equity Incentive Plan	For	
Palo Alto Networks Inc	12/10/2024	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	For	
PepsiCo Inc	5/1/2024	Elect Segun Agbaje	For	
PepsiCo Inc	5/1/2024	Elect Jennifer Bailey	For	
PepsiCo Inc	5/1/2024	Elect Cesar Conde	For	
PepsiCo Inc	5/1/2024	Elect Ian M. Cook	For	
PepsiCo Inc	5/1/2024	Elect Edith W. Cooper	For	
PepsiCo Inc	5/1/2024	Elect Susan M. Diamond	For	
PepsiCo Inc	5/1/2024	Elect Dina Dublon	For	
PepsiCo Inc	5/1/2024	Elect Michelle D. Gass	For	
PepsiCo Inc	5/1/2024	Elect Ramon L. Laguarta	For	
PepsiCo Inc	5/1/2024	Elect Dave Lewis	For	
PepsiCo Inc	5/1/2024	Elect David C. Page	For	
PepsiCo Inc	5/1/2024	Elect Robert C. Pohlada	For	
PepsiCo Inc	5/1/2024	Elect Daniel L. Vasella	For	
PepsiCo Inc	5/1/2024	Elect Darren Walker	For	

PepsiCo Inc	5/1/2024	Elect Alberto Weisser	For	
PepsiCo Inc	5/1/2024	Ratification of Auditor	For	
PepsiCo Inc	5/1/2024	Advisory Vote on Executive Compensation	For	
PepsiCo Inc	5/1/2024	Amendment to the Long-Term Incentive Plan	For	
PepsiCo Inc	5/1/2024	Shareholder Proposal Regarding Severance Approval Policy	For	
PepsiCo Inc	5/1/2024	Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps	Abstain	●
PepsiCo Inc	5/1/2024	Shareholder Proposal Regarding Mandatory Director Resignation Policy	For	
PepsiCo Inc	5/1/2024	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	For	●
PepsiCo Inc	5/1/2024	Shareholder Proposal Regarding Report on Biodiversity Loss	For	●
PepsiCo Inc	5/1/2024	Shareholder Proposal Regarding Racial Equity Audit	For	●
PepsiCo Inc	5/1/2024	Shareholder Proposal Regarding Diversity and Inclusion Report	For	●
PepsiCo Inc	5/1/2024	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	For	●
Pfizer Inc.	4/25/2024	Elect Ronald E. Blaylock	For	
Pfizer Inc.	4/25/2024	Elect Albert Bourla	For	
Pfizer Inc.	4/25/2024	Elect Susan Desmond-Hellmann	For	
Pfizer Inc.	4/25/2024	Elect Joseph J. Echevarria	For	
Pfizer Inc.	4/25/2024	Elect Scott Gottlieb	For	
Pfizer Inc.	4/25/2024	Elect Helen H. Hobbs	For	
Pfizer Inc.	4/25/2024	Elect Susan Hockfield	For	
Pfizer Inc.	4/25/2024	Elect Dan R. Littman	For	
Pfizer Inc.	4/25/2024	Elect Shantanu Narayan	For	
Pfizer Inc.	4/25/2024	Elect Suzanne Nora Johnson	For	
Pfizer Inc.	4/25/2024	Elect James Quincey	For	
Pfizer Inc.	4/25/2024	Elect James C. Smith	For	
Pfizer Inc.	4/25/2024	Ratification of Auditor	For	
Pfizer Inc.	4/25/2024	Amendment to the 2019 Stock Plan	For	
Pfizer Inc.	4/25/2024	Advisory Vote on Executive Compensation	Against	
Pfizer Inc.	4/25/2024	Shareholder Proposal Regarding Independent Chair	For	
Pfizer Inc.	4/25/2024	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	For	●
Pfizer Inc.	4/25/2024	Shareholder Proposal Regarding Director Resignation Policy	Abstain	
Pfizer Inc.	4/25/2024	Shareholder Proposal Regarding Corporate Contributions Disclosure	Against	●
Procter & Gamble Co.	10/8/2024	Elect B. Marc Allen	For	
Procter & Gamble Co.	10/8/2024	Elect M. Brett Biggs	For	
Procter & Gamble Co.	10/8/2024	Elect Sheila Bonini	For	
Procter & Gamble Co.	10/8/2024	Elect Amy L. Chang	For	
Procter & Gamble Co.	10/8/2024	Elect Joseph Jimenez	For	
Procter & Gamble Co.	10/8/2024	Elect Christopher Kempczinski	For	
Procter & Gamble Co.	10/8/2024	Elect Debra L. Lee	For	
Procter & Gamble Co.	10/8/2024	Elect Terry J. Lundgren	Against	
Procter & Gamble Co.	10/8/2024	Elect Christine M. McCarthy	For	
Procter & Gamble Co.	10/8/2024	Elect Ashley McEvoy	For	
Procter & Gamble Co.	10/8/2024	Elect Jon R. Moeller	For	
Procter & Gamble Co.	10/8/2024	Elect Robert J. Portman	For	
Procter & Gamble Co.	10/8/2024	Elect Rajesh Subramaniam	For	
Procter & Gamble Co.	10/8/2024	Elect Patricia A. Woertz	For	
Procter & Gamble Co.	10/8/2024	Ratification of Auditor	For	
Procter & Gamble Co.	10/8/2024	Advisory Vote on Executive Compensation	For	
Procter & Gamble Co.	10/8/2024	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	For	
Republic Services, Inc.	5/23/2024	Elect Manuel Kadre	For	
Republic Services, Inc.	5/23/2024	Elect Tomago Collins	For	
Republic Services, Inc.	5/23/2024	Elect Michael A. Duffy	For	
Republic Services, Inc.	5/23/2024	Elect Thomas W. Handley	Against	
Republic Services, Inc.	5/23/2024	Elect Jennifer M. Kirk	For	
Republic Services, Inc.	5/23/2024	Elect Michael Larson	Against	
Republic Services, Inc.	5/23/2024	Elect N. Thomas Linebarger	For	
Republic Services, Inc.	5/23/2024	Elect Meg Reynolds	For	
Republic Services, Inc.	5/23/2024	Elect James P. Snee	For	
Republic Services, Inc.	5/23/2024	Elect Brian S. Tyler	For	

Republic Services, Inc.	5/23/2024	Elect Jon Vander Ark	For	
Republic Services, Inc.	5/23/2024	Elect Sandra M. Volpe	For	
Republic Services, Inc.	5/23/2024	Elect Katharine B. Weymouth	For	
Republic Services, Inc.	5/23/2024	Advisory Vote on Executive Compensation	For	
Republic Services, Inc.	5/23/2024	Ratification of Auditor	For	
Republic Services, Inc.	5/23/2024	Shareholder Proposal Regarding Just Transition Reporting	For	●
Salesforce Inc	6/27/2024	Elect Marc R. Benioff	For	
Salesforce Inc	6/27/2024	Elect Laura Alber	For	
Salesforce Inc	6/27/2024	Elect Craig A. Conway	For	
Salesforce Inc	6/27/2024	Elect Arnold W. Donald	For	
Salesforce Inc	6/27/2024	Elect Parker Harris	For	
Salesforce Inc	6/27/2024	Elect Neelie Kroes	For	
Salesforce Inc	6/27/2024	Elect Sachin Mehra	For	
Salesforce Inc	6/27/2024	Elect G. Mason Morfit	For	
Salesforce Inc	6/27/2024	Elect Oscar Munoz	For	
Salesforce Inc	6/27/2024	Elect John V. Roos	Against	
Salesforce Inc	6/27/2024	Elect Robin L. Washington	Against	
Salesforce Inc	6/27/2024	Elect Maynard G. Webb, Jr.	For	
Salesforce Inc	6/27/2024	Elect Susan D. Wojcicki	For	
Salesforce Inc	6/27/2024	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Against	
Salesforce Inc	6/27/2024	Amendment to the 2013 Equity Incentive Plan	For	
Salesforce Inc	6/27/2024	Ratification of Auditor	For	
Salesforce Inc	6/27/2024	Advisory Vote on Executive Compensation	Against	
Salesforce Inc	6/27/2024	Shareholder Proposal Regarding Independent Chair	For	
Salesforce Inc	6/27/2024	Shareholder Proposal Regarding Severance Approval Policy	For	
Salesforce Inc	6/27/2024	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Abstain	●
Tesla Inc	6/13/2024	Elect James Murdoch	For	
Tesla Inc	6/13/2024	Elect Kimbal Musk	For	
Tesla Inc	6/13/2024	Advisory Vote on Executive Compensation	For	
Tesla Inc	6/13/2024	Redomestication from Delaware to Texas	For	
Tesla Inc	6/13/2024	Approval of Stock Option Award to Elon Musk	Against	
Tesla Inc	6/13/2024	Ratification of Auditor	For	
Tesla Inc	6/13/2024	Shareholder Proposal Regarding Board Declassification	For	
Tesla Inc	6/13/2024	Shareholder Proposal Regarding Simple Majority Vote	For	
Tesla Inc	6/13/2024	Shareholder Proposal Regarding Report on Effectiveness of Workplace Harassment and Discrimination Policies	For	●
Tesla Inc	6/13/2024	Shareholder Proposal Regarding Freedom of Association Policy	For	●
Tesla Inc	6/13/2024	Shareholder Proposal Regarding Report on Electromagnetic Radiation	For	●
Tesla Inc	6/13/2024	Shareholder Proposal Regarding Linking Executive Compensation to Sustainability Metrics	For	
Tesla Inc	6/13/2024	Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	For	●
Trimble Inc	9/30/2024	Elect James C. Dalton	For	
Trimble Inc	9/30/2024	Elect Börje Ekholm	For	
Trimble Inc	9/30/2024	Elect Kaigham Gabriel	For	
Trimble Inc	9/30/2024	Elect Meaghan Lloyd	Withhold	
Trimble Inc	9/30/2024	Elect Ronald S. Nersesian	For	
Trimble Inc	9/30/2024	Elect Robert G. Painter	For	
Trimble Inc	9/30/2024	Elect Mark S. Peek	Withhold	
Trimble Inc	9/30/2024	Elect Kara Sprague	For	
Trimble Inc	9/30/2024	Elect Thomas W. Sweet	For	
Trimble Inc	9/30/2024	Elect Johan Wibergh	For	
Trimble Inc	9/30/2024	Advisory Vote on Executive Compensation	Against	
Trimble Inc	9/30/2024	Ratification of Auditor	For	
Trimble Inc	9/30/2024	Amendment to the 2002 Stock Plan	For	
Verint Systems, Inc.	7/10/2024	Elect Dan Bodner	Withhold	
Verint Systems, Inc.	7/10/2024	Elect Linda M. Crawford	For	
Verint Systems, Inc.	7/10/2024	Elect Reid French	For	
Verint Systems, Inc.	7/10/2024	Elect Stephen Gold	For	
Verint Systems, Inc.	7/10/2024	Elect William Kurtz	For	
Verint Systems, Inc.	7/10/2024	Elect Andrew D. Miller	For	
Verint Systems, Inc.	7/10/2024	Elect Richard Nottenburg	Withhold	

Verint Systems, Inc.	7/10/2024	Elect Kristen Robinson	For	
Verint Systems, Inc.	7/10/2024	Elect Yvette Smith	For	
Verint Systems, Inc.	7/10/2024	Elect Jason Wright	For	
Verint Systems, Inc.	7/10/2024	Ratification of Auditor	For	
Verint Systems, Inc.	7/10/2024	Advisory Vote on Executive Compensation	Against	
Walmart Inc	6/5/2024	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	For	●
Walmart Inc	6/5/2024	Elect Cesar Conde	For	
Walmart Inc	6/5/2024	Elect Timothy P. Flynn	Against	
Walmart Inc	6/5/2024	Elect Sarah J. Friar	For	
Walmart Inc	6/5/2024	Elect Carla A. Harris	For	
Walmart Inc	6/5/2024	Elect Thomas W. Horton	Against	
Walmart Inc	6/5/2024	Elect Marissa A. Mayer	For	
Walmart Inc	6/5/2024	Elect C. Douglas McMillon	For	
Walmart Inc	6/5/2024	Elect Brian Niccol	For	
Walmart Inc	6/5/2024	Elect Gregory B. Penner	For	
Walmart Inc	6/5/2024	Elect Randall L. Stephenson	For	
Walmart Inc	6/5/2024	Elect Steuart L. Walton	For	
Walmart Inc	6/5/2024	Advisory Vote on Executive Compensation	Against	
Walmart Inc	6/5/2024	Ratification of Auditor	For	
Walmart Inc	6/5/2024	Shareholder Proposal Regarding Gestation Crates	For	●
Walmart Inc	6/5/2024	Shareholder Proposal Regarding Racial Equity Audit	For	●
Walmart Inc	6/5/2024	Shareholder Proposal Regarding Report on Human Rights Impact Assessment	For	●
Walmart Inc	6/5/2024	Shareholder Proposal Regarding Living Wage Policy	For	●
Walmart Inc	6/5/2024	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	For	●
Walmart Inc	6/5/2024	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence	For	●
Western Digital Corp.	11/20/2024	Elect Kimberly E. Alexy	For	
Western Digital Corp.	11/20/2024	Elect Thomas Caulfield	For	
Western Digital Corp.	11/20/2024	Elect Martin I. Cole	For	
Western Digital Corp.	11/20/2024	Elect Tunç Doluca	For	
Western Digital Corp.	11/20/2024	Elect David V. Goeckeler	For	
Western Digital Corp.	11/20/2024	Elect Matthew E. Massengill	For	
Western Digital Corp.	11/20/2024	Elect Stephanie A. Streeter	For	
Western Digital Corp.	11/20/2024	Elect Miyuki Suzuki	For	
Western Digital Corp.	11/20/2024	Advisory Vote on Executive Compensation	Against	
Western Digital Corp.	11/20/2024	Amendment to the 2021 Long-Term Incentive Plan	For	
Western Digital Corp.	11/20/2024	Ratification of Auditor	For	
Wolfspeed Inc	12/5/2024	Elect Glenda M. Dorchak	For	
Wolfspeed Inc	12/5/2024	Elect John C. Hodge	For	
Wolfspeed Inc	12/5/2024	Elect Darren R. Jackson	For	
Wolfspeed Inc	12/5/2024	Elect Duy-Loan T. Le	For	
Wolfspeed Inc	12/5/2024	Elect Gregg A. Lowe	For	
Wolfspeed Inc	12/5/2024	Elect Marvin A. Riley	For	
Wolfspeed Inc	12/5/2024	Elect Thomas J. Seifert	Withhold	
Wolfspeed Inc	12/5/2024	Elect Stacy J. Smith	Withhold	
Wolfspeed Inc	12/5/2024	Elect Thomas H. Werner	For	
Wolfspeed Inc	12/5/2024	Elect Woody Young	For	
Wolfspeed Inc	12/5/2024	Ratification of Auditor	For	
Wolfspeed Inc	12/5/2024	Advisory Vote on Executive Compensation	Against	