

# Board Statistics Report



## Parameters Used:

Location(s): All locations  
 Account Group(s): All account groups  
 Institution Account(s): SPNOTARIAAT EQ WORLD  
 Custodian Account(s): All custodian accounts  
 Reporting Period: 10/01/2023 to 12/31/2023

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	97	
Number of meetings voted	97	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	32	32.99%

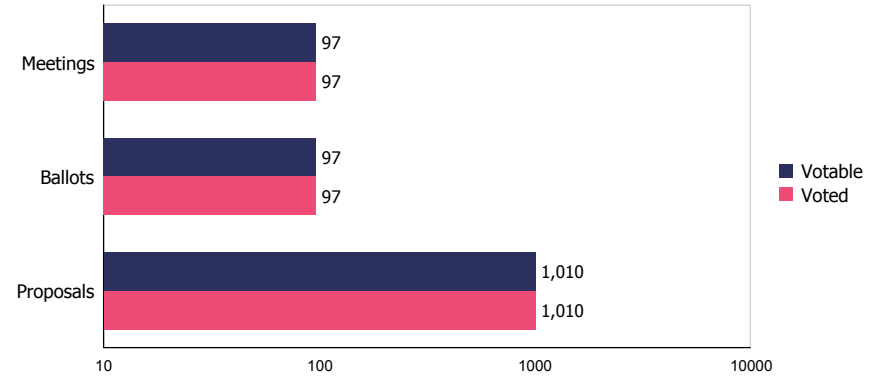
## Ballot Overview

Category	Number	Percentage
Number of votable ballots	97	
Number of ballots voted	97	100.00%

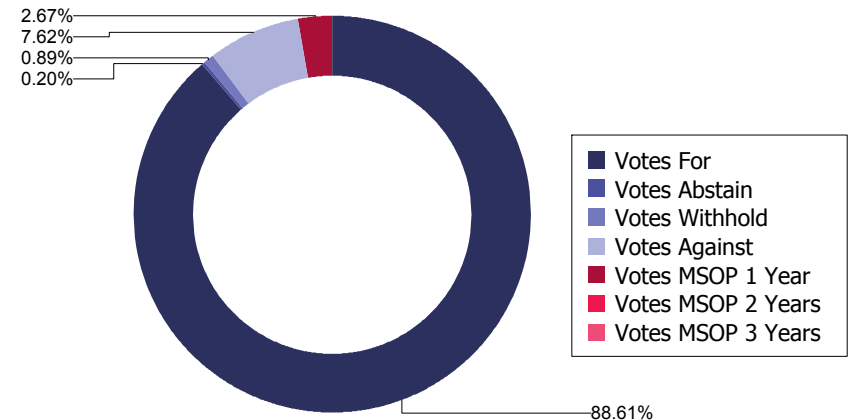
## Proposal Overview

Category	Number	Percentage
Number of votable items	1,010	
Number of items voted	1,010	100.00%
Number of votes FOR	895	88.61%
Number of votes AGAINST	77	7.62%
Number of votes ABSTAIN	2	0.20%
Number of votes WITHHOLD	9	0.89%
Number of votes on MSOP Frequency 1 Year	27	2.67%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	1,006	99.60%
Number of votes Against Policy	4	0.40%
Number of votes With Mgmt	960	95.05%
Number of votes Against Mgmt	50	4.95%
Number of votes on MSOP (exclude frequency)	77	7.62%
Number of votes on Shareholder Proposals	30	2.97%

## Voting Statistics

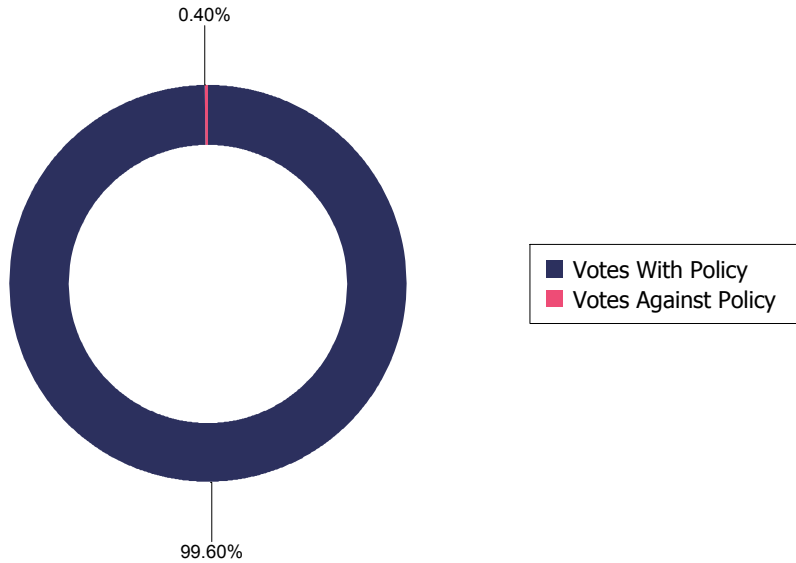


## Vote Cast Statistics

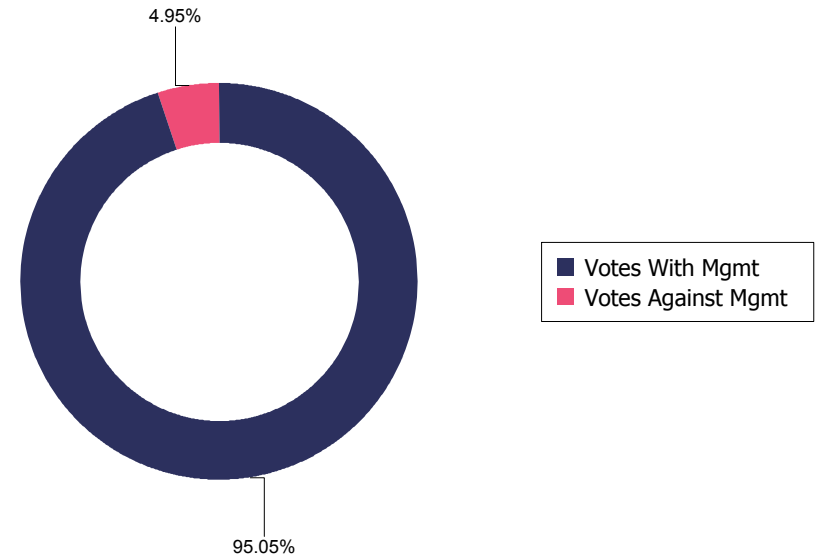


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

### Vote Alignment with Policy



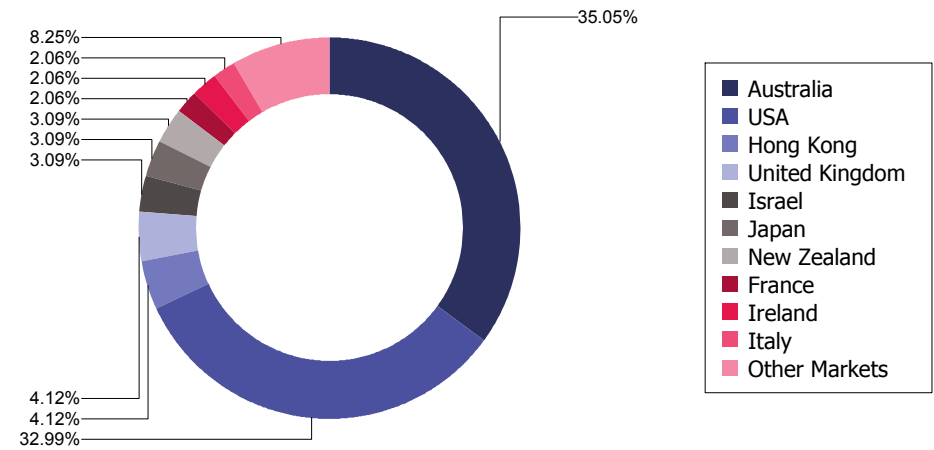
### Vote Alignment with Management



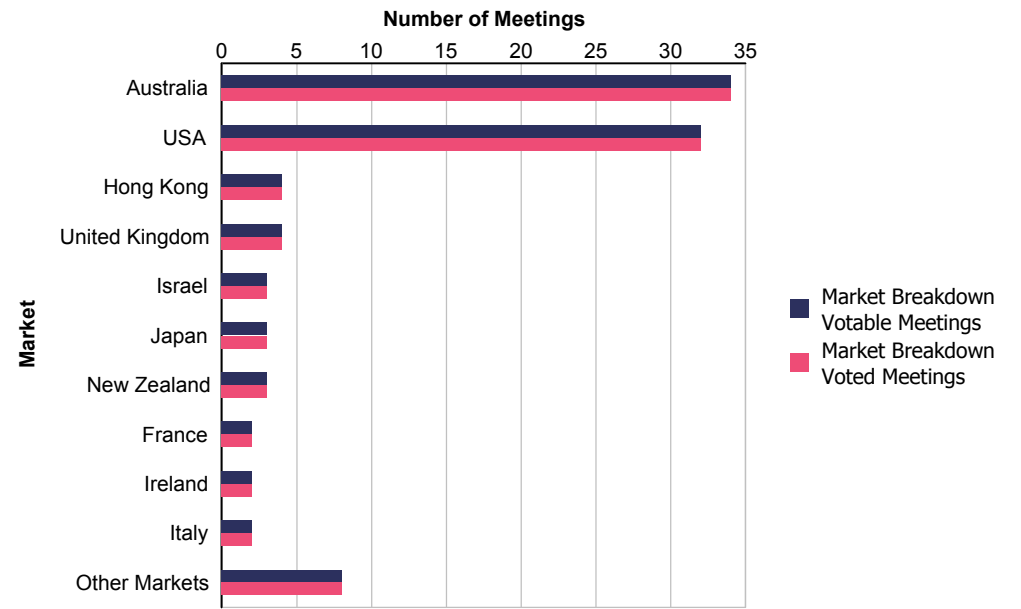
### Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Australia	34	34	100.00%
USA	32	32	100.00%
Hong Kong	4	4	100.00%
United Kingdom	4	4	100.00%
Israel	3	3	100.00%
Japan	3	3	100.00%
New Zealand	3	3	100.00%
France	2	2	100.00%
Ireland	2	2	100.00%
Italy	2	2	100.00%
Belgium	1	1	100.00%
Bermuda	1	1	100.00%
Denmark	1	1	100.00%
Jersey	1	1	100.00%
Netherlands	1	1	100.00%
Singapore	1	1	100.00%
Sweden	1	1	100.00%
Switzerland	1	1	100.00%

### Meetings Voted by Market



### Market Voting Statistics



## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Insurance Australia Group Ltd.	11-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Jon Nicholson as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2d. Elect Antonia Korsanos as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2f. Elect Lauri Shanahan as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Performance Rights to Tim Ford	Against
Telstra Group Limited	17-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Maxine Brenner as Director	Against
ASX Limited	19-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
ASX Limited	19-Oct-23	Australia	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	6. Elect Philip Galvin as Director	Against
ASX Limited	19-Oct-23	Australia	G	Director Related - Board Related	Approve the Spill Resolution	7. Approve the Spill Resolution	Against
The Lottery Corporation Limited	19-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Cintas Corporation	24-Oct-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	5. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against
Cintas Corporation	24-Oct-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.1. Elect Robert Ng Chee Siong as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.2. Elect Ronald Joseph Arculli as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.3. Elect Nikki Ng Mien Hua as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Adrian David Li Man-kiu as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.5. Elect Thomas Tang Wing Yung as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5.3. Authorize Reissuance of Repurchased Shares	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.2. Slate 2 Submitted by Delfin Sarl	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	2b.3. Slate 3 Submitted by Institutional Investors (Assogestioni)	Against
Mediobanca Banca di Credito Finanziario SpA	28-Oct-23	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a.1. Slate 1 Submitted by Delfin Sarl	Against
Endeavour Group Ltd. (Australia)	31-Oct-23	Australia	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3. Elect William Wavish as Director	Against
Sun Hung Kai Properties Limited	02-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Sun Hung Kai Properties Limited	02-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Wix.com Ltd.	06-Nov-23	Israel	G	Compensation - Compensation	Approve/Amend Employment Agreements	2. Approve Compensation of CEO	Against
Bank Hapoalim BM	08-Nov-23	Israel	G	Director Election - Director Election	Elect Director (Not Cumulative Voting but more candidates than board seats)	4. Elect Michal Halperin as External Director	Abstain
Bank Hapoalim BM	08-Nov-23	Israel	G	Director Election - Director Election	Elect Director (Not Cumulative Voting but more candidates than board seats)	7. Elect Mohammad Sayed Ahmad as Director	Abstain
Bank Hapoalim BM	08-Nov-23	Israel	G	No Research - No Recommendations Provided	Indicate Personal Interest in Proposed Agenda Item	A. Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bank Hapoalim BM	08-Nov-23	Israel	G	No Research - No Recommendations Provided	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B1. If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Bank Hapoalim BM	08-Nov-23	Israel	G	No Research - No Recommendations Provided	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B2. If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Bank Hapoalim BM	08-Nov-23	Israel	G	No Research - No Recommendations Provided	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	B3. If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Against
Cardinal Health, Inc.	15-Nov-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	5. Adopt Share Retention Policy For Senior Executives	Against
Cardinal Health, Inc.	15-Nov-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Oracle Corporation	15-Nov-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	6. Report on Median and Adjusted Gender/Racial Pay Gaps	Against
Oracle Corporation	15-Nov-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul D. Ryan	Against
Sysco Corporation	17-Nov-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	Against
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
New World Development Company Limited	21-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
New World Development Company Limited	21-Nov-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Grant of Options Under the Share Option Scheme	Against
Campbell Soup Company	29-Nov-23	USA	S	Social - Animal Welfare	Animal Welfare	5. Report on 2025 Cage-Free Egg Goal	Against
Campbell Soup Company	29-Nov-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Against
Cisco Systems, Inc.	06-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	6. Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Heather M. Fernandez	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Enrique Salem	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. Wong	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Markus Neuhaus as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Barry Callebaut AG	06-Dec-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6.4. Approve Virtual-Only Shareholder Meetings	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	Against
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	Against
Bill Holdings, Inc.	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Kight	Withhold
Solvay SA	08-Dec-23	Belgium	G	Compensation - Cash/Equity Bonus	Approve Stock/Cash Award to Executive	18. Approve Exceptional Bonus for the CEO	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lorraine Twohill	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Westpac Banking Corp.	14-Dec-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6a. Approve the Amendments to the Company's Constitution	Against
Westpac Banking Corp.	14-Dec-23	Australia	E	Environmental - Climate	Report on Climate Change	6b. Approve Transition Plan Assessments	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	1f. Elect Stephen Mayne as Director	Against
National Australia Bank Limited	15-Dec-23	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5a. Approve the Amendments to the Company's Constitution	Against
National Australia Bank Limited	15-Dec-23	Australia	E	Environmental - Climate	Report on Climate Change	5b. Approve Transition Plan Assessments	Against
Sodexo SA	15-Dec-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Sophie Bellon as Director	Against
Sodexo SA	15-Dec-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Executive Corporate Officer	Against
Mizrahi Tefahot Bank Ltd.	20-Dec-23	Israel	G	No Research - No Recommendations Provided	Indicate Personal Interest in Proposed Agenda Item	A. Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against
Mizrahi Tefahot Bank Ltd.	20-Dec-23	Israel	G	No Research - No Recommendations Provided	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B1. If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Mizrahi Tefahot Bank Ltd.	20-Dec-23	Israel	G	No Research - No Recommendations Provided	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	B2. If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Against
Mizrahi Tefahot Bank Ltd.	20-Dec-23	Israel	G	No Research - No Recommendations Provided	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	B3. If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Against

**Analysis of Votes Against Policy**

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
RPM International Inc.	05-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Robert A. Livingston	For
RPM International Inc.	05-Oct-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director William B. Summers, Jr.	For
RPM International Inc.	05-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	For
Dexus	25-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	For

**Analysis of Votes Against Management**

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Insurance Australia Group Ltd.	11-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Jon Nicholson as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2d. Elect Antonia Korsanos as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2f. Elect Lauri Shanahan as Director	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Treasury Wine Estates Limited	16-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Performance Rights to Tim Ford	Against
Telstra Group Limited	17-Oct-23	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Maxine Brenner as Director	Against
ASX Limited	19-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
The Lottery Corporation Limited	19-Oct-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.1. Elect Robert Ng Chee Siong as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.2. Elect Ronald Joseph Arculli as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.3. Elect Nikki Ng Mien Hua as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.4. Elect Adrian David Li Man-kiu as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Director Election - Director Election	Elect Director	3.5. Elect Thomas Tang Wing Yung as Director	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5.2. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Sino Land Company Limited	25-Oct-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	5.3. Authorize Reissuance of Repurchased Shares	Against
Bio-Techne Corporation	26-Oct-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sun Hung Kai Properties Limited	02-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
Sun Hung Kai Properties Limited	02-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	7. Authorize Reissuance of Repurchased Shares	Against
Wix.com Ltd.	06-Nov-23	Israel	G	Compensation - Compensation	Approve/Amend Employment Agreements	2. Approve Compensation of CEO	Against
Bank Hapoalim BM	08-Nov-23	Israel	G	Director Election - Director Election	Elect Director (Not Cumulative Voting but more candidates than board seats)	4. Elect Michal Halperin as External Director	Abstain
Bank Hapoalim BM	08-Nov-23	Israel	G	Director Election - Director Election	Elect Director (Not Cumulative Voting but more candidates than board seats)	7. Elect Mohammad Sayed Ahmad as Director	Abstain
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Jeffrey S. Berg	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Bruce R. Chizen	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.6. Elect Director George H. Conrades	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.11. Elect Director Charles W. Moorman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.12. Elect Director Leon E. Panetta	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.13. Elect Director William G. Parrett	Withhold
Oracle Corporation	15-Nov-23	USA	G	Director Election - Director Election	Elect Director	1.14. Elect Director Naomi O. Seligman	Withhold
Oracle Corporation	15-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Oracle Corporation	15-Nov-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	4. Amend Omnibus Stock Plan	Against
Fox Corporation	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Paul D. Ryan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Charlene Barshefsky	Withhold
The Estee Lauder Companies Inc.	17-Nov-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Fortescue Metals Group Ltd.	21-Nov-23	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
New World Development Company Limited	21-Nov-23	Hong Kong	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6. Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against
New World Development Company Limited	21-Nov-23	Hong Kong	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Grant of Options Under the Share Option Scheme	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Heather M. Fernandez	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Enrique Salem	Against
Atlassian Corporation	06-Dec-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Richard P. Wong	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Markus Neuhaus as Director	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	6.4. Approve Virtual-Only Shareholder Meetings	Against
Barry Callebaut AG	06-Dec-23	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Bill Holdings, Inc.	07-Dec-23	USA	G	Director Election - Director Election	Elect Director	1.2. Elect Director Peter Kight	Withhold
Solvay SA	08-Dec-23	Belgium	G	Compensation - Cash/Equity Bonus	Approve Stock/Cash Award to Executive	18. Approve Exceptional Bonus for the CEO	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Lorraine Twohill	Against
Palo Alto Networks, Inc.	12-Dec-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Sodexo SA	15-Dec-23	France	G	Director Election - Director Election	Elect Director	6. Reelect Sophie Bellon as Director	Against

**Analysis of Votes Against Management (Continued)**

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Sodexo SA	15-Dec-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Executive Corporate Officer	Against

**Unvoted Meetings**

There are no unvoted meetings.