





Institutional Shareholder Services (ISS) is Mint's proxy voting provider (<https://www.issgovernance.com/>). ISS provide Mint with voting recommendations in line with their Sustainability Policy which has a higher bar on ESG matters than their Standard Policy.



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
28-Jan-25	Visa Inc.	1a	Elect Director Lloyd A. Carney	For	For	For
28-Jan-25		1b	Elect Director Kermit R. Crawford	For	For	For
28-Jan-25		1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For	For
28-Jan-25		1d	Elect Director Ramon Laguarta	For	For	For
28-Jan-25		1e	Elect Director Teri L. List	For	For	For
28-Jan-25		1f	Elect Director John F. Lundgren	For	For	For
28-Jan-25		1g	Elect Director Ryan McInerney	For	For	For
28-Jan-25		1h	Elect Director Denise M. Morrison	For	For	For
28-Jan-25		1i	Elect Director Pamela Murphy	For	For	For
28-Jan-25		1j	Elect Director Linda J. Rendle	For	For	For
28-Jan-25		1k	Elect Director Maynard G. Webb, Jr.	For	For	For
28-Jan-25		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
28-Jan-25		3	Ratify KPMG LLP as Auditors	For	For	For
28-Jan-25		4	Report on Gender-Based Compensation and Benefits Inequities	Against	Against	Against
28-Jan-25		5	Report on Company's Policy on Merchant Category Codes	Against	Against	Against
28-Jan-25		6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	Against	Against
28-Jan-25		7	Report on Lobbying Payments and Policy	Against	For	For
23-Jan-25	Intuit Inc.	1a	Elect Director Eve Burton	For	For	For
23-Jan-25		1b	Elect Director Scott D. Cook	For	For	For
23-Jan-25		1c	Elect Director Richard L. Dalzell	For	For	For
23-Jan-25		1d	Elect Director Sasan K. Goodarzi	For	For	For
23-Jan-25		1e	Elect Director Deborah Liu	For	For	For
23-Jan-25		1f	Elect Director Tekedra Mawakana	For	For	For
23-Jan-25		1g	Elect Director Suzanne Nora Johnson	For	For	For
23-Jan-25		1h	Elect Director Forrest Norrod	For	For	For
23-Jan-25		1i	Elect Director Vasant Prabhu	For	For	For
23-Jan-25		1j	Elect Director Ryan Roslansky	For	For	For
23-Jan-25		1k	Elect Director Thomas Szkutak	For	For	For
23-Jan-25		1l	Elect Director Raul Vazquez	For	For	For
23-Jan-25		1m	Elect Director Eric S. Yuan	For	For	For
23-Jan-25		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
23-Jan-25		3	Ratify Ernst & Young LLP as Auditors	For	For	For
23-Jan-25		4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For	For
19-Dec-24	Napier Port Holdings Limited	1	Elect Debra Birch as Director	For	For	For
19-Dec-24		2	Elect Vincent Tremaine as Director	For	For	For
19-Dec-24		3	Elect Blair O'Keeffe as Director	For	For	For
19-Dec-24		4	Approve Increase in the Total Annual Director Fee Pool	For	For	For
19-Dec-24		5	Authorize Board to Fix Remuneration of the Auditors	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
10-Dec-24	Microsoft Corporation	1.1	Elect Director Reid G. Hoffman	For	For	For
10-Dec-24		1.2	Elect Director Hugh F. Johnston	For	For	For
10-Dec-24		1.3	Elect Director Teri L. List	For	For	For
10-Dec-24		1.4	Elect Director Catherine MacGregor	For	For	For
10-Dec-24		1.5	Elect Director Mark A. L. Mason	For	For	For
10-Dec-24		1.6	Elect Director Satya Nadella	For	For	For
10-Dec-24		1.7	Elect Director Sandra E. Peterson	For	For	For
10-Dec-24		1.8	Elect Director Penny S. Pritzker	For	For	For
10-Dec-24		1.9	Elect Director Carlos A. Rodriguez	For	For	For
10-Dec-24		1.10	Elect Director Charles W. Scharf	For	For	For
10-Dec-24		1.11	Elect Director John W. Stanton	For	For	For
10-Dec-24		1.12	Elect Director Emma N. Walmsley	For	For	For
10-Dec-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
10-Dec-24		3	Ratify Deloitte & Touche LLP as Auditors	For	For	For
10-Dec-24		4	Report on Risks of Weapons Development	Against	For	For
10-Dec-24		5	Assess and Report on Investing in Bitcoin	Against	Against	Against
10-Dec-24		6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	Against	For	For
10-Dec-24		7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and	Against	For	For
10-Dec-24		8	Report on Risks Related to AI Generated Misinformation and Disinformation	Against	For	For
10-Dec-24		9	Report on AI Data Sourcing Accountability	Against	For	For
22-Nov-24	WiseTech Global Limited	2	Approve Remuneration Report	For	For	For
22-Nov-24		3	Elect Lisa Brock as Director	For	For	For
22-Nov-24		4	Elect Fiona Pak-Poy as Director	For	For	For
22-Nov-24		5	Approve Grant of Share Rights to Maree Isaacs under the Equity Incentives Plan	For	For	For
22-Nov-24		6	Approve Grant of Share Rights to Non-Executive Directors under the Non-Executive Director Fee Sacrifice S	For	For	For
22-Nov-24		7	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	For
22-Nov-24	The a2 Milk Company Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
22-Nov-24		2	Elect David Bortolussi as Director	For	For	For
22-Nov-24		3	Elect Antonio Rivera as Director	For	For	For
22-Nov-24		4	Approve Grant of Performance Rights to David Bortolussi	For	For	For
22-Nov-24	NextDC Ltd.	1	Approve Remuneration Report	For	For	For
22-Nov-24		2	Elect Douglas Flynn as Director	For	For	For
22-Nov-24		3	Approve Increase in the Maximum Aggregate Annual Remuneration of Non-Executive Directors	None	For	For
22-Nov-24		4	Ratify Past Issuance of Placement Shares to Institutional Investors	For	For	For
22-Nov-24		5	Approve Grant of Performance Rights and Restricted Rights to Craig Scroggie	For	For	For
22-Nov-24	Megaport Ltd.	1	Approve Remuneration Report	For	Against	Against
22-Nov-24		2	Elect Melinda Snowden as Director	For	For	For
22-Nov-24		3	Elect Michael Klayko as Director	For	For	For
22-Nov-24		4	Elect Glo Gordon as Director	For	For	For
22-Nov-24		5	Amend Terms of Performance Restricted Stock Units and Restricted Stock Units to Permit Deferred Exercise	For	For	For
22-Nov-24		6	Approve Grant of LTI Performance Restricted Stock Units to Michael Reid	For	For	For
22-Nov-24		7	Approve Renewal of the Proportional Takeover Approval Provisions	For	For	For
22-Nov-24		8	Approve the Spill Resolution	Against	Against	Against

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
20-Nov-24	Charter Hall Group	2a	Elect Karen Penrose as Director	For	For	For
20-Nov-24		2b	Elect Jacqueline Chow as Director	For	For	For
20-Nov-24		3	Approve Remuneration Report	For	For	For
20-Nov-24		4	Approve Issuance of Service Rights to David Harrison	For	For	For
20-Nov-24		5	Approve Issuance of Performance Rights to David Harrison	For	For	For
20-Nov-24		6	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For	For
20-Nov-24		7	Approve Capital Reallocation	For	For	For
15-Nov-24	Precinct Properties NZ & Precinct Properties Investments Ltd	1	Elect Alison Barrass as Director	For	For	For
15-Nov-24		2	Elect Nicola Greer as Director	For	For	For
15-Nov-24		3	Elect Chris Judd as Director	For	For	For
15-Nov-24		4	Elect Mark Tume as Director	For	For	For
15-Nov-24		5	Authorize Board to Fix the Remuneration of Ernst & Young as Auditor for Precinct Properties New Zealand Limited	For	For	For
15-Nov-24		6	Approve the Amendments to the Company's Constitution	For	For	For
15-Nov-24		7	Authorize Board to Fix the Remuneration of Ernst & Young as Auditor for Precinct Properties Investments Limited	For	For	For
15-Nov-24	PEXA Group Limited	2	Elect Mark Joiner as Director	For	For	For
15-Nov-24		3	Elect Vivek Bhatia as Director	For	For	For
15-Nov-24		4	Elect Georgina Lynch as Director	For	For	For
15-Nov-24		5	Approve Remuneration Report	For	For	For
15-Nov-24		6	Approve Grant of Performance Rights to Glenn King	For	For	For
15-Nov-24		7	Approve Renewal of Proportional Takeover Provisions	For	For	For
15-Nov-24		8	Approve PEXA Group Ltd Equity Incentive Plan	For	For	Against
14-Nov-24	The Trade Desk, Inc.	1	Change State of Incorporation from Delaware to Nevada	For	Against	Against
14-Nov-24		2	Adjourn Meeting	For	Against	Against
14-Nov-24	Tapestry, Inc.	1a	Elect Director John P. Bilbrey (J.P.)	For	For	For
14-Nov-24		1b	Elect Director Darrell Cavens	For	For	For
14-Nov-24		1c	Elect Director Joanne Crevoiserat	For	For	For
14-Nov-24		1d	Elect Director David Elkins	For	For	For
14-Nov-24		1e	Elect Director Johanna (Hanneke) Faber	For	For	For
14-Nov-24		1f	Elect Director Anne Gates	For	For	For
14-Nov-24		1g	Elect Director Thomas Greco	For	For	For
14-Nov-24		1h	Elect Director Kevin Hourican	For	For	For
14-Nov-24		1i	Elect Director Alan Lau	For	For	For
14-Nov-24		1j	Elect Director Pamela Lifford	For	For	For
14-Nov-24		1k	Elect Director Annabelle Yu Long	For	For	For
14-Nov-24		2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
14-Nov-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
14-Nov-24	Oracle Corporation	1.1	Elect Director Awo Ablo	For	For	For
14-Nov-24		1.2	Elect Director Jeffrey S. Berg	For	Withhold	Withhold
14-Nov-24		1.3	Elect Director Michael J. Boskin	For	For	For
14-Nov-24		1.4	Elect Director Safra A. Catz	For	For	For
14-Nov-24		1.5	Elect Director Bruce R. Chizen	For	Withhold	Withhold
14-Nov-24		1.6	Elect Director George H. Conrades	For	For	For
14-Nov-24		1.7	Elect Director Lawrence J. Ellison	For	For	For
14-Nov-24		1.8	Elect Director Rona A. Fairhead	For	For	For
14-Nov-24		1.9	Elect Director Jeffrey O. Henley	For	For	For
14-Nov-24		1.10	Elect Director Charles W. Moorman	For	For	For
14-Nov-24		1.11	Elect Director Leon E. Panetta	For	Withhold	Withhold
14-Nov-24		1.12	Elect Director William G. Parrett	For	Withhold	Withhold
14-Nov-24		1.13	Elect Director Naomi O. Seligman	For	For	For
14-Nov-24	Goodman Group	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
14-Nov-24		3	Ratify Ernst & Young LLP as Auditors	For	For	For
14-Nov-24		4	Report on Climate Risk in Retirement Plan Options	Against	For	For
14-Nov-24		1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	For	For	For
14-Nov-24		2a	Elect Danny Peeters as Director of Goodman Limited	For	Against	For
14-Nov-24	Broadridge Financial Solutions, Inc.	2b	Elect Danny Peeters as Director of Goodman Logistics (HK) Limited	For	Against	For
14-Nov-24		3	Elect David Collins as Director of Goodman Logistics (HK) Limited	For	For	For
14-Nov-24		4	Approve Remuneration Report	For	Against	For
14-Nov-24		5	Approve Issuance of Performance Rights to Gregory Goodman	For	Against	Against
14-Nov-24		6	Approve Issuance of Performance Rights to Danny Peeters	For	Against	Against
14-Nov-24	Broadridge Financial Solutions, Inc.	7	Approve Issuance of Performance Rights to Anthony Rozic	For	Against	Against
14-Nov-24		1a	Elect Director Pamela L. Carter	For	For	For
14-Nov-24		1b	Elect Director Richard J. Daly	For	For	For
14-Nov-24		1c	Elect Director Robert N. Dueks	For	For	For
14-Nov-24		1d	Elect Director Melvin L. Flowers	For	For	For
14-Nov-24		1e	Elect Director Timothy C. Gokey	For	For	For
14-Nov-24		1f	Elect Director Brett A. Keller	For	For	For
14-Nov-24		1g	Elect Director Maura A. Markus	For	For	For
14-Nov-24		1h	Elect Director Eileen K. Murray	For	For	For
14-Nov-24		1i	Elect Director Annette L. Nazareth	For	For	For
14-Nov-24		1j	Elect Director Amit K. Zavery	For	For	For
14-Nov-24	Contact Energy Ltd	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
14-Nov-24		3	Ratify Deloitte & Touche LLP as Auditors	For	For	For
13-Nov-24		1	Elect Sandra Dodds as Director	For	For	For
13-Nov-24	Contact Energy Ltd	2	Elect Jon Macdonald as Director	For	For	For
13-Nov-24		3	Elect David Gibson as Director	For	For	For
13-Nov-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
06-Nov-24	Vital Healthcare Property Trust	1	Elect Graham Stuart as Director of NorthWest Healthcare Properties Management Limited	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
06-Nov-24	Automatic Data Processing, Inc.	1a	Elect Director Peter Bisson	For	For	For
06-Nov-24		1b	Elect Director Maria Black	For	For	For
06-Nov-24		1c	Elect Director David V. Goeckeler	For	For	For
06-Nov-24		1d	Elect Director Linnie M. Haynesworth	For	For	For
06-Nov-24		1e	Elect Director John P. Jones	For	For	For
06-Nov-24		1f	Elect Director Francine S. Katsoudas	For	For	For
06-Nov-24		1g	Elect Director Nazzic S. Keene	For	For	For
06-Nov-24		1h	Elect Director Thomas J. Lynch	For	For	For
06-Nov-24		1i	Elect Director Scott F. Powers	For	For	For
06-Nov-24		1j	Elect Director William J. Ready	For	For	For
06-Nov-24		1k	Elect Director Carlos A. Rodriguez	For	For	For
06-Nov-24		1l	Elect Director Sandra S. Wijnberg	For	For	For
06-Nov-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
06-Nov-24		3	Ratify Deloitte & Touche LLP as Auditors	For	For	For
01-Nov-24	Spark New Zealand Ltd.	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
01-Nov-24		2	Elect David Havercroft as Director	For	For	For
01-Nov-24		3	Elect Lisa Nelson as Director	For	For	For
01-Nov-24		4	Elect Warwick Bray as Director	For	For	For
30-Oct-24	Comvita Limited	1	Appoint KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For	For
30-Oct-24		2	Elect Bridget Coates as Director	For	For	For
30-Oct-24		3	Elect Yawen Wu as Director	For	For	For
30-Oct-24		4	Elect Lucas Bunt as Director	For	For	For
29-Oct-24	CSL Limited	2a	Elect Brian McNamee as Director	For	For	For
29-Oct-24		2b	Elect Andrew Cuthbertson as Director	For	For	For
29-Oct-24		2c	Elect Alison Watkins as Director	For	For	For
29-Oct-24		2d	Elect Samantha Lewis as Director	For	For	For
29-Oct-24		2e	Elect Elaine Sorg as Director	For	For	For
29-Oct-24		3	Approve Remuneration Report	For	For	For
29-Oct-24		4	Approve Grant of Performance Share Units to Paul McKenzie	For	For	For
29-Oct-24		5	Approve Re-insertion of Proportional Takeover Approval Provisions in Constitution	For	For	For
29-Oct-24		6	Approve Potential Leaving Entitlements for Directors of CSL Subsidiary Entities, Excluding KMP and GLG Me	For	For	For
29-Oct-24		7	Approve Increase to Non-Executive Director Fee Cap	None	For	For
25-Oct-24	Port of Tauranga Limited	1	Elect Julia Hoare as Director	For	For	For
25-Oct-24		2	Elect Alison Andrew as Director	For	For	For
25-Oct-24		3	Elect Fraser Whineray as Director	For	For	For
25-Oct-24		4	Elect Robert McLeod as Director	For	For	For
25-Oct-24		5	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For	For
24-Oct-24	Skellerup Holdings Limited	1	Elect Alan Isaac as Director	For	For	For
24-Oct-24		2	Elect John Strowger as Director	For	For	For
24-Oct-24		3	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	For	For
24-Oct-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
23-Oct-24	EBOS Group Limited	1	Elect Matthew Muscio as Director	For	For	Against
23-Oct-24		2	Elect Tracey Batten as Director	For	For	Against
23-Oct-24		3	Elect Elizabeth Coutts as Director	For	For	Against
23-Oct-24		4	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	Against	Against
23-Oct-24		5	Authorize Board to Fix Remuneration of the Auditors	For	For	For
23-Oct-24	Property for Industry Ltd.	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
23-Oct-24	Fletcher Building Limited	1	Elect Cathy Quinn as Director	For	For	For
23-Oct-24		2	Elect Tony Dragicevich as Director	For	For	For
23-Oct-24		3	Elect Andrew Reding as Director	For	For	For
23-Oct-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
23-Oct-24		5	Approve Remuneration Report	For	For	For
23-Oct-24	Freightways Group Limited	1	Elect Mark Cairns as Director	For	For	For
23-Oct-24		2	Elect Abigail Foote as Director	For	For	For
23-Oct-24		3	Elect Fiona Oliver as Director	For	For	For
23-Oct-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
17-Oct-24	Tourism Holdings Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
17-Oct-24	Auckland International Airport Limited	1	Elect Grant Devonport as Director	For	For	For
17-Oct-24		2	Elect Mark Binns as Director	For	For	For
17-Oct-24		3	Elect Dean Hamilton as Director	For	For	For
17-Oct-24		4	Elect Tania Simpson as Director	For	For	For
17-Oct-24		5	Authorize Board to Fix Remuneration of the Auditors	For	For	For
16-Oct-24	Clinuvel Pharmaceuticals Limited	1	Approve Remuneration Report	For	Against	Against
16-Oct-24		2	Elect Matthew Pringle as Director	For	For	For
16-Oct-24		3	Elect Guy van Dievoet as Director	For	For	For
16-Oct-24		4	Elect Pearl Grimes as Director	For	For	For
16-Oct-24		5	Elect Susan Smith as Director	For	For	For
16-Oct-24		6	Elect Karen Agersborg as Director	For	For	For
16-Oct-24		7	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	None	For	For
16-Oct-24		8	Approve the Spill Resolution	Against	Against	Against
15-Oct-24	Meridian Energy Limited	1	Elect Tania Simpson as Director	For	For	For
10-Oct-24	Paychex, Inc.	1a	Elect Director Martin Mucci	For	For	For
10-Oct-24		1b	Elect Director Thomas F. Bonadio	For	For	For
10-Oct-24		1c	Elect Director Joseph G. Doody	For	For	For
10-Oct-24		1d	Elect Director John B. Gibson	For	For	For
10-Oct-24		1e	Elect Director B. Thomas Golisano	For	For	For
10-Oct-24		1f	Elect Director Pamela A. Joseph	For	For	For
10-Oct-24		1g	Elect Director Theresa M. Payton	For	For	For
10-Oct-24		1h	Elect Director Kevin A. Price	For	For	For
10-Oct-24		1i	Elect Director Joseph M. Tucci	For	For	For
10-Oct-24		1j	Elect Director Joseph M. Velli	For	For	For
10-Oct-24		1k	Elect Director Kara Wilson	For	For	For
10-Oct-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
10-Oct-24		3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
08-Oct-24	The Procter & Gamble Company	1a	Elect Director B. Marc Allen	For	For	For
08-Oct-24		1b	Elect Director Brett Biggs	For	For	For
08-Oct-24		1c	Elect Director Sheila Bonini	For	For	For
08-Oct-24		1d	Elect Director Amy L. Chang	For	For	For
08-Oct-24		1e	Elect Director Joseph Jimenez	For	For	For
08-Oct-24		1f	Elect Director Christopher Kempczinski	For	For	For
08-Oct-24		1g	Elect Director Debra L. Lee	For	For	For
08-Oct-24		1h	Elect Director Terry J. Lundgren	For	For	For
08-Oct-24		1i	Elect Director Christine M. McCarthy	For	For	For
08-Oct-24		1j	Elect Director Ashley McEvoy	For	For	For
08-Oct-24		1k	Elect Director Jon R. Moeller	For	For	For
08-Oct-24		1l	Elect Director Robert J. Portman	For	For	For
08-Oct-24		1m	Elect Director Rajesh Subramaniam	For	For	For
08-Oct-24		1n	Elect Director Patricia A. Woertz	For	For	For
08-Oct-24		2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
08-Oct-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
08-Oct-24		4	Report on Median Gender/Racial Pay Gap	Against	For	For
26-Sept-24	Vector Limited	1	***Withdrawn Resolution*** Elect Bruce Hassall as Director	For	For	For
26-Sept-24		2	Elect Bruce Turner as Director	For	For	For
26-Sept-24		3	Elect Anne Urlwin as Director	For	For	For
26-Sept-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
23-Sept-24	FedEx Corporation	1a	Elect Director Silvia Davila	For	For	For
23-Sept-24		1b	Elect Director Marvin R. Ellison	For	For	For
23-Sept-24		1c	Elect Director Stephen E. Gorman	For	For	For
23-Sept-24		1d	Elect Director Susan Patricia Griffith	For	For	For
23-Sept-24		1e	Elect Director Amy B. Lane	For	For	For
23-Sept-24		1f	Elect Director R. Brad Martin	For	For	For
23-Sept-24		1g	Elect Director Nancy A. Norton	For	For	For
23-Sept-24		1h	Elect Director Frederick P. Perpall	For	For	For
23-Sept-24		1i	Elect Director Joshua Cooper Ramo	For	For	For
23-Sept-24		1j	Elect Director Susan C. Schwab	For	For	For
23-Sept-24		1k	Elect Director Frederick W. Smith	For	For	For
23-Sept-24		1l	Elect Director David P. Steiner	For	For	For
23-Sept-24		1m	Elect Director Rajesh Subramaniam	For	For	For
23-Sept-24		1n	Elect Director Paul S. Walsh	For	For	For
23-Sept-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
23-Sept-24		3	Ratify Ernst & Young LLP as Auditors	For	For	For
23-Sept-24		4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For	For
23-Sept-24		5	Amend Certificate of Incorporation to Remove Pass-Through Voting Provision	For	For	For
23-Sept-24		6	Report on "Just Transition"	Against	For	For
23-Sept-24		7	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	Against	Against	Against
23-Sept-24		8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Against	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
10-Sept-24	NIKE, Inc.	1a	Elect Director Cathleen Benko	For	For	For
10-Sept-24		1b	Elect Director John Rogers, Jr.	For	Withhold	Withhold
10-Sept-24		1c	Elect Director Robert Swan	For	For	For
10-Sept-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
10-Sept-24		3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
10-Sept-24		4	Report on Median Gender/Racial Pay Gaps	Against	For	For
10-Sept-24		5	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	Against	For	For
10-Sept-24		6	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing	Against	For	For
10-Sept-24	Fisher & Paykel Healthcare Corporation Limited	7	Report on Environmental Targets	Against	For	For
10-Sept-24		8	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	Against	Against	Against
28-Aug-24		1	Elect Michael Daniell as Director	For	For	For
28-Aug-24		2	Elect Graham McLean as Director	For	Against	For
28-Aug-24		3	Authorize Board to Fix Remuneration of the Auditors	For	For	For
28-Aug-24	Goodman Property Trust	4	Approve Issuance of Performance Share Rights to Lewis Gradon	For	For	For
28-Aug-24		5	Approve Issuance of Options to Lewis Gradon	For	For	For
27-Aug-24		1	Elect Laurissa Cooney as Director	For	For	For
27-Aug-24	Goodman Property Trust	2	Elect Leonie Freeman as Director	For	Against	Against
27-Aug-24		3	Elect David Gibson as Director	For	For	For
27-Aug-24		4	Approve Increase in the Maximum Aggregate Amount of Remuneration Payable by the Manager to Directors	For	Against	Against
22-Aug-24	Infratil Limited	1	Elect Paul Gough as Director	For	For	For
22-Aug-24		2	Elect Jason Boyes as Director	For	For	For
22-Aug-24		3	Approve Payment of FY2023 Incentive Fee by Share Issue (2023 Scrip Option) to Morrison Infrastructure Ma	For	For	For
22-Aug-24		4	Approve Payment of FY2024 Incentive Fee by Share Issue (2024 Scrip Option) to Morrison Infrastructure Ma	For	For	For
22-Aug-24		5	Authorize Board to Fix Remuneration of the Auditors	For	For	For
08-Aug-24	James Hardie Industries Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
08-Aug-24		2	Approve the Remuneration Report	For	For	For
08-Aug-24		3a	Elect John Pfeifer as Director	For	For	For
08-Aug-24		3b	Elect Persio Lisboa as Director	For	For	For
08-Aug-24		3c	Elect Suzanne Rowland as Director	For	For	For
08-Aug-24		4	Authorize Board to Fix Remuneration of Auditors	For	For	For
08-Aug-24		5	Approve Issuance of Equity Securities Under the James Hardie Industries Equity Incentive Plan 2001	For	For	For
08-Aug-24		6	Approve Issuance of Equity Securities Under the James Hardie Industries Long Term Incentive Plan 2006	For	For	For
08-Aug-24		7	Approve Grant of Return on Capital Employed Restricted Stock Units to Aaron Erter	For	For	For
08-Aug-24	Ryman Healthcare Limited	8	Approve Grant of Relative Total Shareholder Return Restricted Stock Units to Aaron Erter	For	For	For
08-Aug-24		9	Approve Issuance of Shares Under the James Hardie 2020 Non-Executive Director Equity Plan to John Pfeifer	None	For	For
01-Aug-24	Ryman Healthcare Limited	1	Approve PwC Auckland as Auditors and Authorize Board to Fix Their Remuneration	For	For	For
01-Aug-24		2	Elect Kate Munnings as Director	For	For	For
01-Aug-24		3	Elect David Pitman as Director	For	For	For
25-Jul-24	Mainfreight Limited	1	Elect Annie Steel as Director	For	For	For
25-Jul-24		2	Elect Hayley Buckley as Director	For	For	For
25-Jul-24		3	Elect Bruce Plested as Director	For	For	For
25-Jul-24		4	Approve Retirement Payment to Richard Prebble	For	Against	Against
25-Jul-24		5	Authorize Board to Fix Remuneration of the Auditors	For	For	For
25-Jul-24	Macquarie Group Limited	2a	Elect Rebecca J McGrath as Director	For	For	For
25-Jul-24		2b	Elect Mike Roche as Director	For	For	For
25-Jul-24		2c	Elect Glenn R Stevens as Director	For	For	For
25-Jul-24		3	Approve Remuneration Report	For	For	For
25-Jul-24		4	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
23-Jul-24	AROA BIOSURGERY LIMITED	1	Elect Philip McCaw as Director	For	Against	Against
23-Jul-24		2	Elect John Pinion as Director	For	For	For
23-Jul-24		3	Elect Darla Hutton as Director	For	For	For
23-Jul-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
23-Jul-24		5	Approve Issuance of Shares to Darla Hutton	For	Against	For
23-Jul-24		6	Approve Issuance of Performance Share Rights to Brian Ward	For	For	For
23-Jul-24		1	Elect Philip McCaw as Director	For	Against	Against
23-Jul-24		2	Elect John Pinion as Director	For	For	For
23-Jul-24		3	Elect Darla Hutton as Director	For	For	For
23-Jul-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
23-Jul-24		5	Approve Issuance of Shares to Darla Hutton	For	Against	For
23-Jul-24		6	Approve Issuance of Performance Share Rights to Brian Ward	For	For	For
17-Jul-24	Experian Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
17-Jul-24		2	Approve Remuneration Report	For	For	For
17-Jul-24		3	Re-elect Craig Boundy as Director	For	For	For
17-Jul-24		4	Re-elect Alison Brittain as Director	For	For	For
17-Jul-24		5	Re-elect Brian Cassin as Director	For	For	For
17-Jul-24		6	Re-elect Kathleen DeRose as Director	For	For	For
17-Jul-24		7	Re-elect Caroline Donahue as Director	For	For	For
17-Jul-24		8	Re-elect Luiz Fleury as Director	For	For	For
17-Jul-24		9	Re-elect Jonathan Howell as Director	For	For	For
17-Jul-24		10	Re-elect Esther Lee as Director	For	For	For
17-Jul-24		11	Re-elect Louise Pentland as Director	For	For	For
17-Jul-24		12	Re-elect Lloyd Pitchford as Director	For	For	For
17-Jul-24		13	Re-elect Mike Rogers as Director	For	For	For
17-Jul-24		14	Ratify KPMG LLP as Auditors	For	For	For
17-Jul-24		15	Authorise Board to Fix Remuneration of Auditors	For	For	For
17-Jul-24		16	Authorise Issue of Equity	For	For	For
17-Jul-24		17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
17-Jul-24		18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Inves	For	For	For
17-Jul-24		19	Authorise Market Purchase of Ordinary Shares	For	For	For
03-Jul-24	Stride Property Group	1	Authorize Board to Fix Remuneration of the Auditor of Stride Property Limited	For	For	For
03-Jul-24		1	Authorize Board to Fix Remuneration of the Auditor of Stride Investment Management Limited	For	For	For
03-Jul-24		2	Elect Ross Buckley as Director	For	For	For
03-Jul-24		3	Elect Nick Jacobson as Director	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
02-Jul-24	Serko Limited	1	Elect Sean Gourley as Director	For	For	For
02-Jul-24		2	Elect Robert Shaw as Director	For	For	For
02-Jul-24		3	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	For	Against	For
02-Jul-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
27-Jun-24	Kiwi Property Group Limited	1	Elect Chris Aiken as Director	For	Against	For
27-Jun-24		2	Elect Kevin Kenrick as Director	For	For	For
27-Jun-24		3	Authorize Board to Fix Remuneration of the Auditors	For	For	For
18-Jun-24	Argosy Property Limited	1	Elect Jeff Morrison as Director	For	For	For
18-Jun-24		2	Elect Stuart McLauchlan as Director	For	For	For
18-Jun-24		3	Approve the Increase in Maximum Aggregate Remuneration of Directors	For	For	For
18-Jun-24		4	Authorize Board to Fix Remuneration of the Auditors	For	For	For
14-Jun-24	KEYENCE Corp.	1	Approve Allocation of Income, with a Final Dividend of JPY 150	For	For	For
14-Jun-24		2.1	Elect Director Takizaki, Takemitsu	For	For	For
14-Jun-24		2.2	Elect Director Nakata, Yu	For	For	For
14-Jun-24		2.3	Elect Director Yamaguchi, Akiji	For	For	For
14-Jun-24		2.4	Elect Director Yamamoto, Hiroaki	For	For	For
14-Jun-24		2.5	Elect Director Nakano, Tetsuya	For	For	For
14-Jun-24		2.6	Elect Director Yamamoto, Akinori	For	For	For
14-Jun-24		2.7	Elect Director Taniguchi, Seiichi	For	For	For
14-Jun-24		2.8	Elect Director Suenaga, Kumiko	For	For	For
14-Jun-24		2.9	Elect Director Yoshioka, Michifumi	For	For	For
14-Jun-24		3.1	Appoint Statutory Auditor Indo, Hiroji	For	For	For
14-Jun-24		3.2	Appoint Statutory Auditor Daiho, Masaji	For	For	For
14-Jun-24		4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	For	For	For
12-Jun-24	T-Mobile US, Inc.	1.1	Elect Director Andre Almeida	For	Withhold	Withhold
12-Jun-24		1.2	Elect Director Marcelo Claude	For	Withhold	Withhold
12-Jun-24		1.3	Elect Director Srikant M. Datar	For	For	For
12-Jun-24		1.4	Elect Director Srinivasan Gopalan	For	Withhold	Withhold
12-Jun-24		1.5	Elect Director Timotheus Hottges	For	Withhold	Withhold
12-Jun-24		1.6	Elect Director Christian P. Illek	For	Withhold	Withhold
12-Jun-24		1.7	Elect Director James Kavanaugh	For	For	For
12-Jun-24		1.8	Elect Director Raphael Kubler	For	Withhold	Withhold
12-Jun-24		1.9	Elect Director Thorsten Langheim	For	Withhold	Withhold
12-Jun-24		1.10	Elect Director Dominique Leroy	For	Withhold	Withhold
12-Jun-24		1.11	Elect Director Letitia A. Long	For	For	For
12-Jun-24		1.12	Elect Director G. Michael (Mike) Sievert	For	Withhold	Withhold
12-Jun-24		1.13	Elect Director Teresa A. Taylor	For	For	For
12-Jun-24		1.14	Elect Director Kelvin R. Westbrook	For	For	For
12-Jun-24		2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
10-Jun-24	Comcast Corporation	1.1	Elect Director Kenneth J. Bacon	For	Withhold	Withhold
10-Jun-24		1.2	Elect Director Thomas J. Baltimore, Jr.	For	For	For
10-Jun-24		1.3	Elect Director Madeline S. Bell	For	Withhold	Withhold
10-Jun-24		1.4	Elect Director Louise F. Brady	For	For	For
10-Jun-24		1.5	Elect Director Edward D. Breen	For	For	For
10-Jun-24		1.6	Elect Director Jeffrey A. Honickman	For	Withhold	Withhold
10-Jun-24		1.7	Elect Director Wonya Y. Lucas	For	For	For
10-Jun-24		1.8	Elect Director Asuka Nakahara	For	For	For
10-Jun-24		1.9	Elect Director David C. Novak	For	For	For
10-Jun-24		1.10	Elect Director Brian L. Roberts	For	For	For
10-Jun-24		2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
10-Jun-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
10-Jun-24		4	Report on Congruency of Political Spending with Company Stated Values	Against	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
06-Jun-24	Netflix, Inc.	1a	Elect Director Richard N. Barton	For	For	For
06-Jun-24		1b	Elect Director Mathias Dopfner	For	For	For
06-Jun-24		1c	Elect Director Reed Hastings	For	For	For
06-Jun-24		1d	Elect Director Jay C. Hoag	For	For	For
06-Jun-24		1e	Elect Director Greg Peters	For	For	For
06-Jun-24		1f	Elect Director Susan E. Rice	For	For	For
06-Jun-24		1g	Elect Director Ted Sarandos	For	For	For
06-Jun-24		1h	Elect Director Bradford L. Smith	For	For	For
06-Jun-24		1i	Elect Director Anne M. Sweeney	For	For	For
06-Jun-24		2	Ratify Ernst & Young LLP as Auditors	For	For	For
06-Jun-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
06-Jun-24		4	Report on Use of Artificial Intelligence	Against	For	For
06-Jun-24		5	Establish Committee on Corporate Sustainability	Against	Against	Against
06-Jun-24		6	Amend Director Election Resignation Bylaw	Against	Against	Against
06-Jun-24		7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	Against	Against	Against
06-Jun-24		8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For
06-Jun-24	Chipotle Mexican Grill, Inc.	1.1	Elect Director Albert S. Baldocchi	For	For	For
06-Jun-24		1.2	Elect Director Matthew A. Carey	For	For	For
06-Jun-24		1.3	Elect Director Gregg L. Engles	For	For	For
06-Jun-24		1.4	Elect Director Patricia Fili-Krushel	For	For	For
06-Jun-24		1.5	Elect Director Laura Fuentes	For	For	For
06-Jun-24		1.6	Elect Director Mauricio Gutierrez	For	For	For
06-Jun-24		1.7	Elect Director Robin Hickenlooper	For	For	For
06-Jun-24		1.8	Elect Director Scott Maw	For	For	For
06-Jun-24		1.9	Elect Director Brian Niccol	For	For	For
06-Jun-24		1.10	Elect Director Mary Winston	For	For	For
06-Jun-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
06-Jun-24		3	Ratify Ernst & Young LLP as Auditors	For	For	For
06-Jun-24		4	Approve 50:1 Stock Split	For	For	For
06-Jun-24		5	Amend Certificate of Incorporation	For	For	For
06-Jun-24		6	Commission a Third Party Audit on Working Conditions	Against	For	For
06-Jun-24		7	Adopt Policy to Not Interfere with Freedom of Association Rights	Against	For	For
06-Jun-24		8	Report on Adoption of Automation	Against	For	For
06-Jun-24		9	Report on Harassment and Discrimination Statistics	Against	For	For
05-Jun-24	Amadeus IT Group SA	1	Approve Consolidated and Standalone Financial Statements	For	For	For
05-Jun-24		2	Approve Non-Financial Information Statement	For	For	For
05-Jun-24		3	Advisory Vote on Remuneration Report	For	For	For
05-Jun-24		4	Approve Allocation of Income and Dividends	For	For	For
05-Jun-24		5	Approve Discharge of Board	For	For	For
05-Jun-24		6.1	Reelect William Connelly as Director	For	For	For
05-Jun-24		6.2	Reelect Luis Maroto Camino as Director	For	For	For
05-Jun-24		6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	For	For	For
05-Jun-24		6.4	Reelect Stephan Gemkow as Director	For	For	For
05-Jun-24		6.5	Reelect Peter Kuerpick as Director	For	For	For
05-Jun-24		6.6	Reelect Xiaoqun Clever-Steg as Director	For	For	For
05-Jun-24		6.7	Reelect Amanda Mesler as Director	For	For	For
05-Jun-24		6.8	Reelect Jana Eggert as Director	For	For	For
05-Jun-24		7	Approve Remuneration of Directors	For	For	For
05-Jun-24		8	Approve Remuneration Policy	For	For	For
05-Jun-24		9	Approve Executive Share Plan	For	For	For
05-Jun-24		10	Authorize Board to Ratify and Execute Approved Resolutions	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
05-Jun-24	Fidelity National Information Services, Inc.	1a	Elect Director Lee Adrean	For	For	For
05-Jun-24		1b	Elect Director Mark D. Benjamin	For	For	For
05-Jun-24		1c	Elect Director Stephanie L. Ferris	For	For	For
05-Jun-24		1d	Elect Director Jeffrey A. Goldstein	For	For	For
05-Jun-24		1e	Elect Director Lisa A. Hook	For	For	For
05-Jun-24		1f	Elect Director Kenneth T. Lamneck	For	For	For
05-Jun-24		1g	Elect Director Gary L. Lauer	For	For	For
05-Jun-24		1h	Elect Director James B. Stallings, Jr.	For	For	For
05-Jun-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
05-Jun-24		3	Ratify KPMG LLP as Auditors	For	For	For
04-Jun-24	Cognizant Technology Solutions Corporation	1a	Elect Director Zein Abdalla	For	For	For
04-Jun-24		1b	Elect Director Vinita Bali	For	For	For
04-Jun-24		1c	Elect Director Eric Branderiz	For	For	For
04-Jun-24		1d	Elect Director Archana Deskus	For	For	For
04-Jun-24		1e	Elect Director John M. Dineen	For	For	For
04-Jun-24		1f	Elect Director Ravi Kumar S	For	For	For
04-Jun-24		1g	Elect Director Leo S. Mackay, Jr.	For	For	For
04-Jun-24		1h	Elect Director Michael Patsalos-Fox	For	For	For
04-Jun-24		1i	Elect Director Stephen "Steve" J. Rohleder	For	For	For
04-Jun-24		1j	Elect Director Abraham "Bram" Schot	For	For	For
04-Jun-24		1k	Elect Director Joseph M. Velli	For	For	For
04-Jun-24		1l	Elect Director Sandra S. Wijnberg	For	For	For
04-Jun-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
04-Jun-24		3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation and	For	For	For
04-Jun-24		4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
04-Jun-24		5	Adopt Policy on Fair Treatment of Shareholder Nominees	Against	Against	Against
23-May-24	Schneider Electric SE	1	Approve Financial Statements and Statutory Reports	For	For	For
23-May-24		2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For
23-May-24		3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	For	For	For
23-May-24		4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transaction	For	For	For
23-May-24		5	Appoint Mazars as Auditor for the Sustainability Reporting	For	For	For
23-May-24		6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	For	For	For
23-May-24		7	Approve Compensation Report of Corporate Officers	For	For	For
23-May-24		8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	For	For	For
23-May-24		9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	For	For	For
23-May-24		10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	For	For	For
23-May-24		11	Approve Remuneration Policy of CEO	For	For	For
23-May-24		12	Approve Remuneration Policy of Chairman of the Board	For	For	For
23-May-24		13	Approve Remuneration Policy of Directors	For	For	For
23-May-24		14	Reelect Fred Kindle as Director	For	For	For
23-May-24		15	Reelect Cecile Cabanis as Director	For	For	For
23-May-24		16	Reelect Jill Lee as Director	For	For	For
23-May-24		17	Elect Philippe Knoche as Director	For	For	For
23-May-24		18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
23-May-24		19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For
23-May-24		20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International	For	For	For
23-May-24		21	Authorize Filing of Required Documents/Other Formalities	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
23-May-24	The Charles Schwab Corporation	1.1	Elect Director Walter W. Bettinger, II	For	For	For
23-May-24		1.2	Elect Director Joan T. Dea	For	For	For
23-May-24		1.3	Elect Director Christopher V. Dodds	For	For	For
23-May-24		1.4	Elect Director Bharat B. Masrani	For	For	For
23-May-24		1.5	Elect Director Charles A. Ruffel	For	For	For
23-May-24		2	Ratify Deloitte & Touche LLP as Auditors	For	For	For
23-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
23-May-24		4	Improve Executive Compensation Program and Policy	Against	Against	Against
23-May-24	Waters Corporation	5	Report on Civil Rights and Non-Discrimination Audit	Against	Against	Against
23-May-24		6	Report on Median Gender/Racial Pay Gaps	Against	For	For
23-May-24		1.1	Elect Director Flemming Ornskov	For	For	For
23-May-24		1.2	Elect Director Linda Baddour	For	For	For
23-May-24		1.3	Elect Director Udit Batra	For	For	For
23-May-24		1.4	Elect Director Dan Brennan	For	For	For
23-May-24		1.5	Elect Director Richard Fearon	For	For	For
23-May-24		1.6	Elect Director Pearl S. Huang	For	For	For
23-May-24	Telix Pharmaceuticals Limited	1.7	Elect Director Wei Jiang	For	For	For
23-May-24		1.8	Elect Director Christopher A. Kuebler	For	For	For
23-May-24		1.9	Elect Director Mark Vergnano	For	For	For
23-May-24		2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
23-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
23-May-24		4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For	For
22-May-24		1	Approve Remuneration Report	None	For	For
22-May-24		2	Elect Andreas Kluge as Director	For	For	For
22-May-24	Amazon.com, Inc.	3	Approve Amended Equity Incentive Plan and Grant of Equity Securities Under the Equity Incentive Plan	None	For	For
22-May-24		4	Approve Grant of Performance Share Appreciation Rights to Christian Behrenbruch	For	For	For
22-May-24		5	Approve Increase in the Maximum Aggregate Remuneration of the Non-Executive Directors	None	For	For
22-May-24		1a	Elect Director Jeffrey P. Bezos	For	Against	Against
22-May-24		1b	Elect Director Andrew R. Jassy	For	For	For
22-May-24		1c	Elect Director Keith B. Alexander	For	For	For
22-May-24		1d	Elect Director Edith W. Cooper	For	For	For
22-May-24		1e	Elect Director Jamie S. Gorelick	For	For	For
22-May-24	Amazon.com, Inc.	1f	Elect Director Daniel P. Huttenlocher	For	For	For
22-May-24		1g	Elect Director Andrew Y. Ng	For	For	For
22-May-24		1h	Elect Director Indra K. Nooyi	For	For	For
22-May-24		1i	Elect Director Jonathan J. Rubinstein	For	For	For
22-May-24		1j	Elect Director Brad D. Smith	For	For	For
22-May-24		1k	Elect Director Patricia Q. Stonesifer	For	For	For
22-May-24		1l	Elect Director Wendell P. Weeks	For	For	For
22-May-24		2	Ratify Ernst & Young LLP as Auditors	For	For	For
22-May-24	Amazon.com, Inc.	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Against
22-May-24		4	Establish a Public Policy Committee	Against	For	For
22-May-24		5	Establish a Board Committee on Corporate Financial Sustainability	Against	Against	Against
22-May-24		6	Report on Customer Due Diligence	Against	For	For
22-May-24		7	Report on Lobbying Payments and Policy	Against	For	For
22-May-24		8	Report on Median and Adjusted Gender/Racial Pay Gaps	Against	For	For
22-May-24		9	Report on Viewpoint Discrimination	Against	Against	Against
22-May-24		10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Against	For	For
22-May-24	Amazon.com, Inc.	11	Report on Efforts to Reduce Plastic Use	Against	For	For
22-May-24		12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against	For	For
22-May-24		13	Disclose All Material Scope 3 GHG Emissions	Against	For	For
22-May-24		14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against	For	For
22-May-24		15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against	Against	Against
22-May-24		16	Establish a Board Committee on Artificial Intelligence	Against	For	For
22-May-24		17	Commission a Third Party Audit on Working Conditions	Against	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
22-May-24	Thermo Fisher Scientific Inc.	1a	Elect Director Marc N. Casper	For	For	For
22-May-24		1b	Elect Director Nelson J. Chai	For	For	For
22-May-24		1c	Elect Director Ruby R. Chandy	For	For	For
22-May-24		1d	Elect Director C. Martin Harris	For	For	For
22-May-24		1e	Elect Director Tyler Jacks	For	For	For
22-May-24		1f	Elect Director Jennifer M. Johnson	For	For	For
22-May-24		1g	Elect Director R. Alexandra Keith	For	For	For
22-May-24		1h	Elect Director James C. Mullen	For	For	For
22-May-24		1i	Elect Director Debora L. Spar	For	For	For
22-May-24		1j	Elect Director Scott M. Sperling	For	For	For
22-May-24		1k	Elect Director Dion J. Weisler	For	For	For
22-May-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
22-May-24		3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
22-May-24		4	Adopt Simple Majority Vote Requirement	Against	Against	Against
16-May-24	Adyen NV	1	Open Meeting			
16-May-24		2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)			
16-May-24		2.b	Approve Remuneration Report	For	For	For
16-May-24		2.c	Adopt Financial Statements and Statutory Reports	For	For	For
16-May-24		2.d	Receive Explanation on Company's Reserves and Dividend Policy			
16-May-24		3	Approve Discharge of Management Board	For	For	For
16-May-24		4	Approve Discharge of Supervisory Board	For	For	For
16-May-24		5	Elect Adine Grate to Supervisory Board	For	For	For
16-May-24		6	Reelect Piero Overmars to Supervisory Board	For	For	For
16-May-24		7	Reelect Caoimhe Keogan to Supervisory Board	For	For	For
16-May-24		8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	For
16-May-24		9	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	For
16-May-24		10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
16-May-24		11	Reappoint PwC as Auditors	For	For	For
16-May-24		12	Close Meeting			



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
16-May-24	Martin Marietta Materials, Inc.	1.1	Elect Director Dorothy M. Ables	For	Against	Against
16-May-24		1.2	Elect Director Sue W. Cole	For	For	For
16-May-24		1.3	Elect Director Anthony R. Foxx	For	For	For
16-May-24		1.4	Elect Director John J. Koraleski	For	For	For
16-May-24		1.5	Elect Director Mary T. Mack	For	For	For
16-May-24		1.6	Elect Director C. Howard Nye	For	For	For
16-May-24		1.7	Elect Director Laree E. Perez	For	For	For
16-May-24		1.8	Elect Director Thomas H. Pike	For	For	For
16-May-24		1.9	Elect Director Donald W. Slager	For	For	For
16-May-24		1.10	Elect Director David C. Wajsgas	For	For	For
16-May-24		2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
16-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
15-May-24	SAP SE	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	For	For	For
15-May-24		2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For	For
15-May-24		3	Approve Discharge of Management Board for Fiscal Year 2023	For	For	For
15-May-24		4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For	For
15-May-24		5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	For	For	For
15-May-24		6	Approve Remuneration Report	For	For	For
15-May-24		7.1	Elect Aicha Evans to the Supervisory Board	For	Against	Against
15-May-24		7.2	Elect Gerhard Oswald to the Supervisory Board	For	For	For
15-May-24		7.3	Elect Friederike Rotsch to the Supervisory Board	For	Against	Against
15-May-24		7.4	Elect Ralf Herbrich to the Supervisory Board	For	For	For
15-May-24		7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	For	For	For
15-May-24		8	Approve Remuneration Policy for the Supervisory Board	For	For	For
15-May-24		9	Amend Articles Re: Proof of Entitlement	For	For	For
10-May-24	Marriott International, Inc.	1a	Elect Director Anthony G. Capuano	For	For	For
10-May-24		1b	Elect Director Isabella D. Goren	For	For	For
10-May-24		1c	Elect Director Deborah Marriott Harrison	For	For	For
10-May-24		1d	Elect Director Frederick A. Henderson	For	For	For
10-May-24		1e	Elect Director Lauren R. Hobart	For	For	For
10-May-24		1f	Elect Director Debra L. Lee	For	For	For
10-May-24		1g	Elect Director Aylwin B. Lewis	For	For	For
10-May-24		1h	Elect Director David S. Marriott	For	For	For
10-May-24		1i	Elect Director Margaret M. McCarthy	For	For	For
10-May-24		1j	Elect Director Grant F. Reid	For	For	For
10-May-24		1k	Elect Director Horacio D. Rozanski	For	For	For
10-May-24		1l	Elect Director Susan C. Schwab	For	For	For
10-May-24		2	Ratify Ernst & Young LLP as Auditors	For	For	For
10-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
10-May-24		4	Report on Third-Party Racial Equity Audit	Against	For	For
10-May-24		5	Report on Pay Equity	Against	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
09-May-24	Verizon Communications Inc.	1.1	Elect Director Shellye Archambeau	For	For	For
09-May-24		1.2	Elect Director Roxanne Austin	For	For	For
09-May-24		1.3	Elect Director Mark Bertolini	For	For	For
09-May-24		1.4	Elect Director Vittorio Colao	For	For	For
09-May-24		1.5	Elect Director Laxman Narasimhan	For	For	For
09-May-24		1.6	Elect Director Clarence Otis, Jr.	For	For	For
09-May-24		1.7	Elect Director Daniel Schulman	For	For	For
09-May-24		1.8	Elect Director Rodney Slater	For	For	For
09-May-24		1.9	Elect Director Carol Tome	For	For	For
09-May-24		1.10	Elect Director Hans Vestberg	For	For	For
09-May-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
09-May-24		3	Ratify Ernst & Young LLP as Auditors	For	For	For
09-May-24		4	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	Against	Against	Against
09-May-24		5	Report on Lobbying Payments and Policy	Against	For	For
09-May-24		6	Amend Clawback Policy	Against	For	For
09-May-24		7	Require Independent Board Chair	Against	For	For
09-May-24		8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against	Against	Against
09-May-24		9	Report on Lead-Sheathed Cables	Against	For	For
09-May-24		10	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	For
08-May-24	Nutrien Ltd.	1.1	Elect Director Christopher M. Burley	For	For	For
08-May-24		1.2	Elect Director Maura J. Clark	For	For	For
08-May-24		1.3	Elect Director Russell K. Girling	For	For	For
08-May-24		1.4	Elect Director Michael J. Hennigan	For	For	For
08-May-24		1.5	Elect Director Miranda C. Hubbs	For	For	For
08-May-24		1.6	Elect Director Raj S. Kushwaha	For	For	For
08-May-24		1.7	Elect Director Julie A. Lagacy	For	For	For
08-May-24		1.8	Elect Director Consuelo E. Madere	For	For	For
08-May-24		1.9	Elect Director Keith G. Martell	For	For	For
08-May-24		1.10	Elect Director Aaron W. Regent	For	For	For
08-May-24		1.11	Elect Director Ken A. Seitz	For	For	For
08-May-24		1.12	Elect Director Nelson L. C. Silva	For	For	For
08-May-24		2	Ratify KPMG LLP as Auditors	For	For	For
08-May-24		3	Advisory Vote on Executive Compensation Approach	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
08-May-24	GSK Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
08-May-24		2	Approve Remuneration Report	For	For	For
08-May-24		3	Elect Wendy Becker as Director	For	For	For
08-May-24		4	Elect Jeannie Lee as Director	For	For	For
08-May-24		5	Re-elect Sir Jonathan Symonds as Director	For	For	For
08-May-24		6	Re-elect Dame Emma Walmsley as Director	For	For	For
08-May-24		7	Re-elect Julie Brown as Director	For	For	For
08-May-24		8	Re-elect Elizabeth Anderson as Director	For	For	For
08-May-24		9	Re-elect Charles Bancroft as Director	For	For	For
08-May-24		10	Re-elect Hal Barron as Director	For	For	For
08-May-24		11	Re-elect Anne Beal as Director	For	For	For
08-May-24		12	Re-elect Harry Dietz as Director	For	For	For
08-May-24		13	Re-elect Jesse Goodman as Director	For	For	For
08-May-24		14	Re-elect Vishal Sikka as Director	For	For	For
08-May-24		15	Reappoint Deloitte LLP as Auditors	For	For	For
08-May-24		16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	For	For
08-May-24		17	Authorise UK Political Donations and Expenditure	For	For	For
08-May-24		18	Authorise Issue of Equity	For	For	For
08-May-24		19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
08-May-24		20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Inves	For	For	For
08-May-24		21	Authorise Market Purchase of Ordinary Shares	For	For	For
08-May-24		22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of th	For	For	For
08-May-24		23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
08-May-24	Advanced Micro Devices, Inc.	1a	Elect Director Nora M. Denzel	For	For	For
08-May-24		1b	Elect Director Mark Durcan	For	For	For
08-May-24		1c	Elect Director Michael P. Gregoire	For	For	For
08-May-24		1d	Elect Director Joseph A. Householder	For	For	For
08-May-24		1e	Elect Director John W. Marren	For	For	For
08-May-24		1f	Elect Director Jon A. Olson	For	For	For
08-May-24		1g	Elect Director Lisa T. Su	For	For	For
08-May-24		1h	Elect Director Abhi Y. Talwalkar	For	For	For
08-May-24		1i	Elect Director Elizabeth W. Vanderslice	For	For	For
08-May-24		2	Ratify Ernst & Young LLP as Auditors	For	For	For
08-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
08-May-24		4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
07-May-24	Danaher Corporation	1a	Elect Director Rainer M. Blair	For	For	For
07-May-24		1b	Elect Director Feroz Dewan	For	For	For
07-May-24		1c	Elect Director Linda Filler	For	For	For
07-May-24		1d	Elect Director Teri List	For	Against	Against
07-May-24		1e	Elect Director Jessica L. Mega	For	For	For
07-May-24		1f	Elect Director Mitchell P. Rales	For	For	For
07-May-24		1g	Elect Director Steven M. Rales	For	For	For
07-May-24		1h	Elect Director Pardis C. Sabeti	For	For	For
07-May-24		1i	Elect Director A. Shane Sanders	For	Against	Against
07-May-24		1j	Elect Director John T. Schwieters	For	Against	Against
07-May-24		1k	Elect Director Alan G. Spoon	For	For	For
07-May-24		1l	Elect Director Raymond C. Stevens	For	Against	Against
07-May-24		1m	Elect Director Elias A. Zerhouni	For	For	For
07-May-24		2	Ratify Ernst & Young LLP as Auditors	For	For	For
07-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
07-May-24		4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For
07-May-24		5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against	For	For
07-May-24	Arthur J. Gallagher & Co.	1a	Elect Director Sherry Barrat	For	For	For
07-May-24		1b	Elect Director Deborah Caplan	For	For	For
07-May-24		1c	Elect Director Teresa Clarke	For	For	For
07-May-24		1d	Elect Director John Coldman	For	For	For
07-May-24		1e	Elect Director Pat Gallagher	For	For	For
07-May-24		1f	Elect Director David Johnson	For	For	For
07-May-24		1g	Elect Director Chris Miskel	For	For	For
07-May-24		1h	Elect Director Ralph Nicoletti	For	For	For
07-May-24		1i	Elect Director Norman Rosenthal	For	For	For
07-May-24		2	Ratify Ernst & Young LLP as Auditors	For	For	For
07-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
06-May-24	American Express Company	1a	Elect Director Thomas J. Baltimore	For	For	For
06-May-24		1b	Elect Director John J. Brennan	For	For	For
06-May-24		1c	Elect Director Walter J. Clayton, III	For	For	For
06-May-24		1d	Elect Director Theodore J. Leonsis	For	For	For
06-May-24		1e	Elect Director Deborah P. Majoras	For	For	For
06-May-24		1f	Elect Director Karen L. Parkhill	For	For	For
06-May-24		1g	Elect Director Charles E. Phillips	For	For	For
06-May-24		1h	Elect Director Lynn A. Pike	For	For	For
06-May-24		1i	Elect Director Stephen J. Squeri	For	For	For
06-May-24		1j	Elect Director Daniel L. Vasella	For	For	For
06-May-24		1k	Elect Director Lisa W. Wardell	For	For	For
06-May-24		1l	Elect Director Christopher D. Young	For	For	For
06-May-24		2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
06-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
06-May-24		4	Amend Omnibus Stock Plan	For	For	For
06-May-24		5	Submit Severance Agreement to Shareholder Vote	Against	For	For
06-May-24		6	Report on Climate Lobbying	Against	For	For
06-May-24		7	Report on Company's Policy on Merchant Category Codes	Against	Against	Against



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
06-May-24	Eli Lilly and Company	1a	Elect Director Katherine Baicker	For	For	For
06-May-24		1b	Elect Director J. Erik Fyrwald	For	For	For
06-May-24		1c	Elect Director Jamere Jackson	For	For	For
06-May-24		1d	Elect Director Gabrielle Sulzberger	For	For	For
06-May-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
06-May-24		3	Ratify Ernst & Young LLP as Auditors	For	For	For
06-May-24		4	Declassify the Board of Directors	For	For	For
06-May-24		5	Eliminate Supermajority Vote Requirement	For	For	For
06-May-24		6	Report on Lobbying Payments and Policy	Against	For	For
06-May-24		7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against	For	For
06-May-24		8	Report on Impact of Extended Patent Exclusivities on Product Access	Against	For	For
06-May-24		9	Adopt a Comprehensive Human Rights Policy	Against	For	For
02-May-24	Reckitt Benckiser Group Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
02-May-24		2	Approve Remuneration Report	For	For	For
02-May-24		3	Approve Final Dividend	For	For	For
02-May-24		4	Re-elect Andrew Bonfield as Director	For	For	For
02-May-24		5	Re-elect Olivier Bohuon as Director	For	For	For
02-May-24		6	Re-elect Margherita Della Valle as Director	For	For	For
02-May-24		7	Re-elect Mehmood Khan as Director	For	For	For
02-May-24		8	Re-elect Elane Stock as Director	For	For	For
02-May-24		9	Re-elect Mary Harris as Director	For	For	For
02-May-24		10	Re-elect Sir Jeremy Darroch as Director	For	For	For
02-May-24		11	Re-elect Tamara Ingram as Director	For	For	For
02-May-24		12	Elect Kris Licht as Director	For	For	For
02-May-24		13	Elect Shannon Eisenhardt as Director	For	For	For
02-May-24		14	Elect Marybeth Hays as Director	For	For	For
02-May-24		15	Reappoint KPMG LLP as Auditors	For	For	For
02-May-24		16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For
02-May-24		17	Authorise UK Political Donations and Expenditure	For	For	For
02-May-24		18	Authorise Issue of Equity	For	For	For
02-May-24		19	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
02-May-24		20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Inves	For	For	For
02-May-24		21	Authorise Market Purchase of Ordinary Shares	For	For	For
02-May-24		22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
02-May-24	Boston Scientific Corporation	1a	Elect Director Charles J. Dockendorff	For	For	For
02-May-24		1b	Elect Director Yoshiaki Fujimori	For	For	For
02-May-24		1c	Elect Director Edward J. Ludwig	For	For	For
02-May-24		1d	Elect Director Michael F. Mahoney	For	For	For
02-May-24		1e	Elect Director Jessica L. Mega	For	For	For
02-May-24		1f	Elect Director Susan E. Morano	For	For	For
02-May-24		1g	Elect Director John E. Sununu	For	For	For
02-May-24		1h	Elect Director David S. Wichmann	For	For	For
02-May-24		1i	Elect Director Ellen M. Zane	For	For	For
02-May-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
02-May-24		3	Amend Advance Notice Provisions	For	For	For
02-May-24		4	Ratify Ernst & Young LLP as Auditors	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
01-May-24	Unilever Plc	1	Accept Financial Statements and Statutory Reports	For	For	For
01-May-24		2	Approve Remuneration Report	For	For	For
01-May-24		3	Approve Remuneration Policy	For	For	For
01-May-24		4	Approve Climate Transition Action Plan	For	For	For
01-May-24		5	Elect Fernando Fernandez as Director	For	For	For
01-May-24		6	Re-elect Adrian Hennah as Director	For	For	For
01-May-24		7	Re-elect Andrea Jung as Director	For	For	For
01-May-24		8	Re-elect Susan Kilsby as Director	For	For	For
01-May-24		9	Re-elect Ruby Lu as Director	For	For	For
01-May-24		10	Elect Ian Meakins as Director	For	For	For
01-May-24		11	Elect Judith McKenna as Director	For	For	For
01-May-24		12	Re-elect Nelson Peltz as Director	For	For	For
01-May-24		13	Re-elect Hein Schumacher as Director	For	For	For
01-May-24		14	Reappoint KPMG LLP as Auditors	For	For	For
01-May-24		15	Authorise Board to Fix Remuneration of Auditors	For	For	For
01-May-24		16	Authorise UK Political Donations and Expenditure	For	For	For
01-May-24		17	Authorise Issue of Equity	For	For	For
01-May-24		18	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
01-May-24		19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Inves	For	For	For
01-May-24		20	Authorise Market Purchase of Ordinary Shares	For	For	For
01-May-24		21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
01-May-24		22	Adopt New Articles of Association	For	For	For
01-May-24	PepsiCo, Inc.	1a	Elect Director Segun Agbaje	For	For	For
01-May-24		1b	Elect Director Jennifer Bailey	For	For	For
01-May-24		1c	Elect Director Cesar Conde	For	For	For
01-May-24		1d	Elect Director Ian Cook	For	For	For
01-May-24		1e	Elect Director Edith W. Cooper	For	For	For
01-May-24		1f	Elect Director Susan M. Diamond	For	For	For
01-May-24		1g	Elect Director Dina Dublon	For	For	For
01-May-24		1h	Elect Director Michelle Gass	For	For	For
01-May-24		1i	Elect Director Ramon L. Laguarta	For	For	For
01-May-24		1j	Elect Director Dave J. Lewis	For	For	For
01-May-24		1k	Elect Director David C. Page	For	For	For
01-May-24		1l	Elect Director Robert C. Pohlad	For	For	For
01-May-24		1m	Elect Director Daniel Vasella	For	For	For
01-May-24		1n	Elect Director Darren Walker	For	For	For
01-May-24		1o	Elect Director Alberto Weisser	For	For	For
01-May-24		2	Ratify KPMG LLP as Auditors	For	For	For
01-May-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
01-May-24		4	Amend Omnibus Stock Plan	For	For	For
01-May-24		5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Against	Against
01-May-24		6	Report on Gender-Based Compensation and Benefits Inequities	Against	Against	Against
01-May-24		7	Amend Bylaws to Adopt a Director Election Resignation	Against	Against	Against
01-May-24		8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	Against	For	For
01-May-24		9	Report on Risks Related to Biodiversity and Nature Loss	Against	For	For
01-May-24		10	Report on Third-Party Racial Equity Audit	Against	For	For
01-May-24		11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	Against	Against
01-May-24		12	Issue Transparency Report on Global Public Policy and Political Influence	Against	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
01-May-24	S&P Global Inc.	1.1	Elect Director Marco Alvera	For	For	For
01-May-24		1.2	Elect Director Jacques Esculier	For	For	For
01-May-24		1.3	Elect Director Gay Huey Evans	For	For	For
01-May-24		1.4	Elect Director William D. Green	For	For	For
01-May-24		1.5	Elect Director Stephanie C. Hill	For	For	For
01-May-24		1.6	Elect Director Rebecca Jacoby	For	For	For
01-May-24		1.7	Elect Director Robert P. Kelly	For	For	For
01-May-24		1.8	Elect Director Ian P. Livingston	For	For	For
01-May-24		1.9	Elect Director Maria R. Morris	For	For	For
01-May-24		1.10	Elect Director Douglas L. Peterson	For	For	For
01-May-24		1.11	Elect Director Richard E. Thornburgh	For	For	For
01-May-24		1.12	Elect Director Gregory Washington	For	For	For
01-May-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
01-May-24		3	Amend Deferred Compensation Plan	For	For	For
01-May-24		4	Ratify Ernst & Young LLP as Auditors	For	For	For
30-Apr-24	Channel Infrastructure NZ Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
30-Apr-24		2	Elect Vanessa Stoddart as Director	For	For	For
30-Apr-24		3	Elect Andrew Brewer as Director	For	For	For
30-Apr-24		4	Elect Felicity Underhill as Director	For	For	For
30-Apr-24		5	Approve Suspension of Decommissioning of Marsden Point Refinery, Budget Allocation to Report, Direct Mar	Against	Against	Against
30-Apr-24		6	Elect Karl Barkley as Director	Against	Against	Against
30-Apr-24		7	Elect Daniel Reurich as Director	Against	Against	Against
26-Apr-24	Canadian National Railway Company	1.1	Elect Director Shauneen Bruder	For	For	For
26-Apr-24		1.2	Elect Director Jo-ann dePass Olsovsky	For	For	For
26-Apr-24		1.3	Elect Director David Freeman	For	For	For
26-Apr-24		1.4	Elect Director Denise Gray	For	For	For
26-Apr-24		1.5	Elect Director Justin M. Howell	For	For	For
26-Apr-24		1.6	Elect Director Susan C. Jones	For	For	For
26-Apr-24		1.7	Elect Director Robert Knight	For	For	For
26-Apr-24		1.8	Elect Director Michel Letellier	For	For	For
26-Apr-24		1.9	Elect Director Margaret A. McKenzie	For	For	For
26-Apr-24		1.10	Elect Director Al Monaco	For	For	For
26-Apr-24		1.11	Elect Director Tracy Robinson	For	For	For
26-Apr-24		2	Ratify KPMG LLP as Auditors	For	For	For
26-Apr-24		3	Approve Advance Notice Requirement	For	For	For
26-Apr-24		4	Amend Long-Term Incentive Plan	For	For	For
26-Apr-24		5	Advisory Vote on Executive Compensation Approach	For	For	For
26-Apr-24		6	Management Advisory Vote on Climate Change	For	For	For
26-Apr-24		7	SP 1: Adopt a Paid Sick Leave Policy	Against	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
25-Apr-24	Texas Instruments Incorporated	1a	Elect Director Mark A. Blinn	For	For	For
25-Apr-24		1b	Elect Director Todd M. Bluedorn	For	For	For
25-Apr-24		1c	Elect Director Janet F. Clark	For	For	For
25-Apr-24		1d	Elect Director Carrie S. Cox	For	For	For
25-Apr-24		1e	Elect Director Martin S. Craighead	For	For	For
25-Apr-24		1f	Elect Director Reginald DesRoches	For	For	For
25-Apr-24		1g	Elect Director Curtis C. Farmer	For	For	For
25-Apr-24		1h	Elect Director Jean M. Hobby	For	For	For
25-Apr-24		1i	Elect Director Haviv Ilan	For	For	For
25-Apr-24		1j	Elect Director Ronald Kirk	For	For	For
25-Apr-24		1k	Elect Director Pamela H. Patsley	For	For	For
25-Apr-24		1l	Elect Director Robert E. Sanchez	For	For	For
25-Apr-24		1m	Elect Director Richard K. Templeton	For	For	For
25-Apr-24		2	Approve Omnibus Stock Plan	For	For	For
25-Apr-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
25-Apr-24		4	Ratify Ernst & Young LLP as Auditors	For	For	For
25-Apr-24	RELX Plc	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For
25-Apr-24		6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	Against	For	For
25-Apr-24		1	Accept Financial Statements and Statutory Reports	For	For	For
25-Apr-24		2	Approve Remuneration Report	For	For	For
25-Apr-24		3	Approve Final Dividend	For	For	For
25-Apr-24		4	Reappoint Ernst & Young LLP as Auditors	For	For	For
25-Apr-24		5	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For
25-Apr-24		6	Elect Bianca Tetteroo as Director	For	For	For
25-Apr-24		7	Re-elect Paul Walker as Director	For	For	For
25-Apr-24		8	Re-elect Erik Engstrom as Director	For	For	For
25-Apr-24		9	Re-elect Nick Luff as Director	For	For	For
25-Apr-24		10	Re-elect Alistair Cox as Director	For	For	For
25-Apr-24		11	Re-elect June Felix as Director	For	For	For
25-Apr-24		12	Re-elect Charlotte Hogg as Director	For	For	For
25-Apr-24		13	Re-elect Robert MacLeod as Director	For	For	For
25-Apr-24		14	Re-elect Andrew Sukawaty as Director	For	For	For
25-Apr-24		15	Re-elect Suzanne Wood as Director	For	For	For
25-Apr-24		16	Authorise Issue of Equity	For	For	For
25-Apr-24		17	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
25-Apr-24		18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	For
25-Apr-24		19	Authorise Market Purchase of Ordinary Shares	For	For	For
25-Apr-24		20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
25-Apr-24	London Stock Exchange Group plc	1	Accept Financial Statements and Statutory Reports	For	For	For
25-Apr-24		2	Approve Final Dividend	For	For	For
25-Apr-24		3	Approve Remuneration Report	For	For	For
25-Apr-24		4	Approve Remuneration Policy	For	For	For
25-Apr-24		5	Re-elect Dominic Blakemore as Director	For	For	For
25-Apr-24		6	Re-elect Martin Brand as Director	For	For	For
25-Apr-24		7	Re-elect Kathleen DeRose as Director	For	For	For
25-Apr-24		8	Re-elect Tsega Gebreyes as Director	For	For	For
25-Apr-24		9	Re-elect Scott Guthrie as Director	For	For	For
25-Apr-24		10	Re-elect Cressida Hogg as Director	For	For	For
25-Apr-24		11	Re-elect Val Rahmani as Director	For	For	For
25-Apr-24		12	Re-elect Don Robert as Director	For	For	For
25-Apr-24		13	Re-elect David Schwimmer as Director	For	For	For
25-Apr-24		14	Re-elect William Vereker as Director	For	For	For
25-Apr-24		15	Elect Michel-Alain Proch as Director	For	For	For
25-Apr-24		16	Appoint Deloitte LLP as Auditors	For	For	For
25-Apr-24		17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	For
25-Apr-24		18	Authorise Issue of Equity	For	For	For
25-Apr-24		19	Authorise UK Political Donations and Expenditure	For	For	For
25-Apr-24		20	Approve Equity Incentive Plan	For	For	For
25-Apr-24		21	Authorise Issue of Equity without Pre-emptive Rights	For	For	For
25-Apr-24		22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Inves	For	For	For
25-Apr-24		23	Authorise Market Purchase of Ordinary Shares	For	For	For
25-Apr-24		24	Authorise Off-Market Purchase of Shares from Consortium Shareholders	For	For	For
25-Apr-24		25	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	For
24-Apr-24	The Cigna Group	1a	Elect Director David M. Cordani	For	For	For
24-Apr-24		1b	Elect Director William J. DeLaney	For	For	For
24-Apr-24		1c	Elect Director Eric J. Foss	For	For	For
24-Apr-24		1d	Elect Director Elder Granger	For	For	For
24-Apr-24		1e	Elect Director Neesha Hathi	For	For	For
24-Apr-24		1f	Elect Director George Kurian	For	For	For
24-Apr-24		1g	Elect Director Kathleen M. Mazzaella	For	For	For
24-Apr-24		1h	Elect Director Mark B. McClellan	For	For	For
24-Apr-24		1i	Elect Director Phillip O. Ozuah	For	For	For
24-Apr-24		1j	Elect Director Kimberly A. Ross	For	For	For
24-Apr-24		1k	Elect Director Eric C. Wiseman	For	For	For
24-Apr-24		1l	Elect Director Donna F. Zarcone	For	For	For
24-Apr-24		2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
24-Apr-24		3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	For
24-Apr-24		4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For
24-Apr-24		5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	Against	Against	Against
24-Apr-24	Summerset Group Holdings Limited	1	Authorize Board to Fix Remuneration of the Auditors	For	For	For
24-Apr-24		2	Elect Marie Bismark as Director	For	For	For
24-Apr-24		3	Approve the Increase in Directors' Fee Pool	For	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
23-Apr-24	L'Oreal SA	1	Approve Financial Statements and Statutory Reports	For	For	For
23-Apr-24		2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For
23-Apr-24		3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to L	For	For	For
23-Apr-24		4	Elect Jacques Ripoll as Director	For	For	For
23-Apr-24		5	Reelect Beatrice Guillaume-Grabisch as Director	For	For	For
23-Apr-24		6	Reelect Ilham Kadri as Director	For	For	For
23-Apr-24		7	Reelect Jean-Victor Meyers as Director	For	For	For
23-Apr-24		8	Reelect Nicolas Meyers as Director	For	For	For
23-Apr-24		9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For	For	For
23-Apr-24		10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	For	For	For
23-Apr-24		11	Approve Compensation Report of Corporate Officers	For	For	For
23-Apr-24		12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	For	For	For
23-Apr-24		13	Approve Compensation of Nicolas Hieronimus, CEO	For	For	For
23-Apr-24		14	Approve Remuneration Policy of Directors	For	For	For
23-Apr-24		15	Approve Remuneration Policy of Chairman of the Board	For	For	For
23-Apr-24		16	Approve Remuneration Policy of CEO	For	For	For
23-Apr-24		17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
23-Apr-24		18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For
23-Apr-24		19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	For
23-Apr-24		20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For
23-Apr-24		21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of Internati	For	For	For
23-Apr-24		22	Authorize Filing of Required Documents/Other Formalities	For	For	For
23-Apr-24	Charter Communications, Inc.	1a	Elect Director Eric L. Zinterhofer	For	Against	Against
23-Apr-24		1b	Elect Director W. Lance Conn	For	Against	Against
23-Apr-24		1c	Elect Director Kim C. Goodman	For	For	For
23-Apr-24		1d	Elect Director Gregory B. Maffei	For	Against	Against
23-Apr-24		1e	Elect Director John D. Markley, Jr.	For	For	For
23-Apr-24		1f	Elect Director David C. Merritt	For	For	For
23-Apr-24		1g	Elect Director James E. Meyer	For	For	For
23-Apr-24		1h	Elect Director Steven A. Miron	For	Against	Against
23-Apr-24		1i	Elect Director Balan Nair	For	For	For
23-Apr-24		1j	Elect Director Michael A. Newhouse	For	For	For
23-Apr-24		1k	Elect Director Mauricio Ramos	For	Against	Against
23-Apr-24		1l	Elect Director Carolyn J. Slaski	For	For	For
23-Apr-24		1m	Elect Director Christopher L. Winfrey	For	For	For
23-Apr-24		2	Amend Omnibus Stock Plan	For	Against	Against
23-Apr-24		3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For	For
23-Apr-24		4	Ratify KPMG LLP as Auditors	For	For	For
23-Apr-24		5	Report on Lobbying Payments and Policy	Against	For	For
23-Apr-24		6	Report on Political Contributions and Expenditures	Against	For	For



Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
18-Apr-24	LVMH Moët Hennessy Louis Vuitton SE	1	Approve Financial Statements and Statutory Reports	For	For	For
18-Apr-24		2	Approve Consolidated Financial Statements and Statutory Reports	For	For	For
18-Apr-24		3	Approve Allocation of Income and Dividends of EUR 13 per Share	For	For	For
18-Apr-24		4	Approve Auditors' Special Report on Related-Party Transactions	For	Against	Against
18-Apr-24		5	Reelect Antoine Arnault as Director	For	Against	Against
18-Apr-24		6	Elect Henri de Castries as Director	For	For	For
18-Apr-24		7	Elect Alexandre Arnault as Director	For	Against	Against
18-Apr-24		8	Elect Frederic Arnault as Director	For	Against	Against
18-Apr-24		9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For	For	For
18-Apr-24		10	Approve Compensation Report of Corporate Officers	For	Against	Against
18-Apr-24		11	Approve Compensation of Bernard Arnault, Chairman and CEO	For	Against	Against
18-Apr-24		12	Approve Compensation of Antonio Belloni, Vice-CEO	For	Against	Against
18-Apr-24		13	Approve Remuneration Policy of Directors	For	For	For
18-Apr-24		14	Approve Remuneration Policy of Chairman and CEO	For	Against	Against
18-Apr-24		15	Approve Remuneration Policy of Vice-CEO	For	Against	Against
18-Apr-24		16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	For
18-Apr-24		17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	For
18-Apr-24		18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	Against
18-Apr-24		19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	For
18-Apr-24		20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate	For	For	For
16-Apr-24	Moody's Corporation	1a	Elect Director Jorge A. Bermudez	For	For	For
16-Apr-24		1b	Elect Director Therese Esperdy	For	For	For
16-Apr-24		1c	Elect Director Robert Fauber	For	For	For
16-Apr-24		1d	Elect Director Vincent A. Forlenza	For	For	For
16-Apr-24		1e	Elect Director Kathryn M. Hill	For	For	For
16-Apr-24		1f	Elect Director Lloyd W. Howell, Jr.	For	For	For
16-Apr-24		1g	Elect Director Jose M. Minaya	For	For	For
16-Apr-24		1h	Elect Director Leslie F. Seidman	For	For	For
16-Apr-24		1i	Elect Director Zig Serafin	For	For	For
16-Apr-24		1j	Elect Director Bruce Van Saun	For	For	For
16-Apr-24		2	Ratify KPMG LLP as Auditors	For	For	For
16-Apr-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
16-Apr-24		4	Provide Right to Call Special Meeting	For	For	For
16-Apr-24		5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	For
05-Apr-24	Telix Pharmaceuticals Limited	1	Ratify Past Issuance of Dedicaid Consideration Shares to Thomas Beyer, Marcus Hacker and Laszlo Papp	For	For	For
05-Apr-24		2	Ratify Past Issuance of Lightpoint Consideration Shares to Lightpoint Medical Ltd	For	For	For
05-Apr-24		3	Ratify Past Issuance of Lightpoint Rights to Lightpoint Medical Ltd	For	For	For
05-Apr-24		4	Approve Issuance of QSAM Consideration Shares to Holders of QSAM Biosciences, Inc. Shares	For	For	For
05-Apr-24		5	Approve Issuance of QSAM Rights to Holders of QSAM Biosciences, Inc. Shares	For	For	For
05-Apr-24		6	Approve Issuance of IsoTherapeutics Consideration Shares to Keith Frank, Jaime Simon and Steve Ellebrack	For	For	For
05-Apr-24		7	Approve Issuance of ARTMS Consideration Shares to Holders of ARTMS Inc. Shares	For	For	For
03-Apr-24	Property For Industry Limited	1	Elect David Thomson as Director	For	For	For
03-Apr-24		2	Elect Jeremy Simpson as Director	For	For	For
03-Apr-24		3	Authorize Board to Fix Remuneration of the Auditors	For	For	For
26-Mar-24	Goodman Property Trust	1	Approve Internalization	For	For	For
26-Mar-24		2	Approve Issuance of Units to Goodman Funds Management Limited	For	For	For
26-Mar-24		3	Approve Appointment of Goodman Property Services (NZ) Limited as New Manager	For	For	For

Meeting Date	Company Name	Proposal Number	Proposal Text	Management Recommendation	Voting Policy Recommendation*	Vote Instruction
21-Mar-24	Novo Nordisk A/S	1	Receive Report of Board	For	For	For
21-Mar-24		2	Accept Financial Statements and Statutory Reports	For	For	For
21-Mar-24		3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	For	For	For
21-Mar-24		4	Approve Remuneration Report (Advisory Vote)	For	For	For
21-Mar-24		5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the	For	For	For
21-Mar-24		5.2a	Approve Indemnification of Board of Directors	For	For	For
21-Mar-24		5.2b	Approve Indemnification of Executive Management	For	For	For
21-Mar-24		5.2c	Amend Articles Re: Indemnification Scheme	For	For	For
21-Mar-24		5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For	For
21-Mar-24		6.1	Reelect Helge Lund (Chair) as Director	For	Abstain	Abstain
21-Mar-24		6.2	Reelect Henrik Poulsen (Vice Chair) as Director	For	Abstain	Abstain
21-Mar-24		6.3a	Reelect Laurence Debroux as Director	For	For	For
21-Mar-24		6.3b	Reelect Andreas Fibig as Director	For	For	For
21-Mar-24		6.3c	Reelect Sylvie Gregoire as Director	For	For	For
21-Mar-24		6.3d	Reelect Kasim Kutay as Director	For	Abstain	Abstain
21-Mar-24		6.3e	Reelect Christina Law as Director	For	For	For
21-Mar-24		6.3f	Reelect Martin Mackay as Director	For	For	For
21-Mar-24		7	Ratify Deloitte as Auditor	For	For	For
21-Mar-24		8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	For	For
21-Mar-24		8.2	Authorize Share Repurchase Program	For	For	For
21-Mar-24		8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7	For	For	For
21-Mar-24		9	Other Business			
28-Feb-24	Apple Inc.	1a	Elect Director Wanda Austin	For	For	For
28-Feb-24		1b	Elect Director Tim Cook	For	For	For
28-Feb-24		1c	Elect Director Alex Gorsky	For	For	For
28-Feb-24		1d	Elect Director Andrea Jung	For	For	For
28-Feb-24		1e	Elect Director Art Levinson	For	For	For
28-Feb-24		1f	Elect Director Monica Lozano	For	For	For
28-Feb-24		1g	Elect Director Ron Sugar	For	For	For
28-Feb-24		1h	Elect Director Sue Wagner	For	For	For
28-Feb-24		2	Ratify Ernst & Young LLP as Auditors	For	For	For
28-Feb-24		3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	For
28-Feb-24		4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against	Against
28-Feb-24		5	Report on Standards and Procedures to Curate App Content	Against	Against	Against
28-Feb-24		6	Report on Median Gender/Racial Pay Gap	Against	For	For
28-Feb-24		7	Report on Use of Artificial Intelligence	Against	For	For
28-Feb-24		8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	Against	Against

*Institutional Shareholder Services (ISS) is Mint's proxy voting provider (<https://www.issgovernance.com/>). ISS provide Mint with voting recommendations in line with their Sustainability Policy which has a higher bar on ESG matters than their Standard Policy.