

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): BPFL Passive SDG DM Equities
 Custodian Account(s): All custodian accounts
 Reporting Period: 10/01/2023 to 12/31/2023

Meeting Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable meetings | 53 | |
| Number of meetings voted | 49 | 92.45% |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 35 | 66.04% |

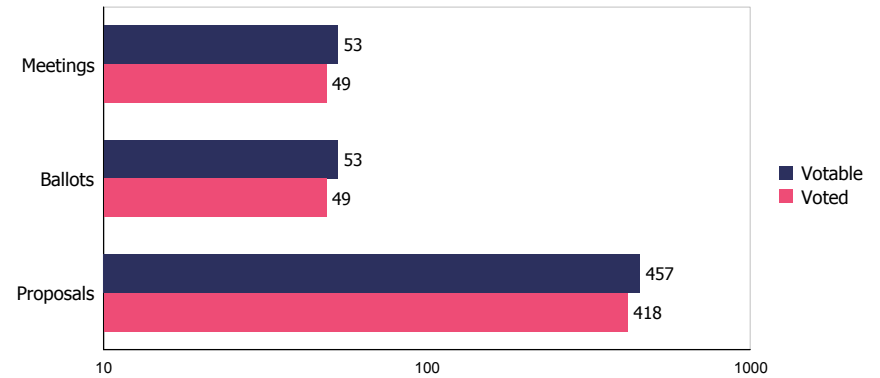
Ballot Overview

| Category | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 53 | |
| Number of ballots voted | 49 | 92.45% |

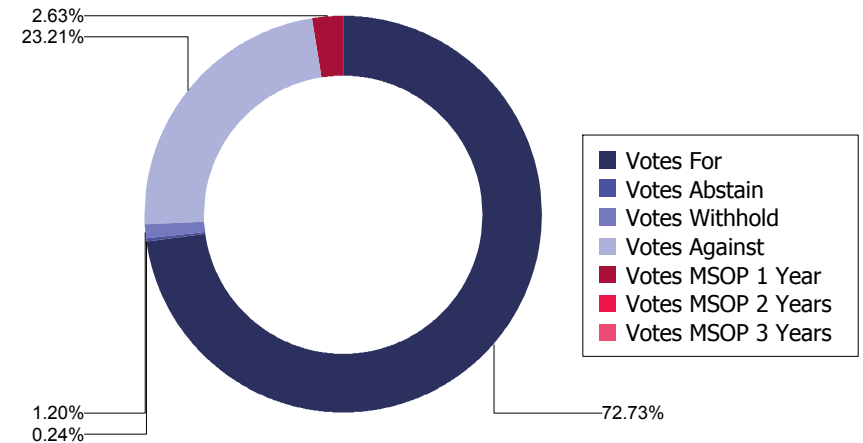
Proposal Overview

| Category | Number | Percentage |
|---|--------|------------|
| Number of votable items | 457 | |
| Number of items voted | 418 | 91.47% |
| Number of votes FOR | 304 | 72.73% |
| Number of votes AGAINST | 97 | 23.21% |
| Number of votes ABSTAIN | 1 | 0.24% |
| Number of votes WITHHOLD | 5 | 1.20% |
| Number of votes on MSOP Frequency 1 Year | 11 | 2.63% |
| 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 | 417 | 99.76% |
| Number of votes Against Policy | 1 | 0.24% |
| Number of votes With Mgmt | 320 | 76.56% |
| Number of votes Against Mgmt | 98 | 23.44% |
| Number of votes on MSOP (exclude frequency) | 37 | 8.85% |
| Number of votes on Shareholder Proposals | 15 | 3.59% |

Voting Statistics

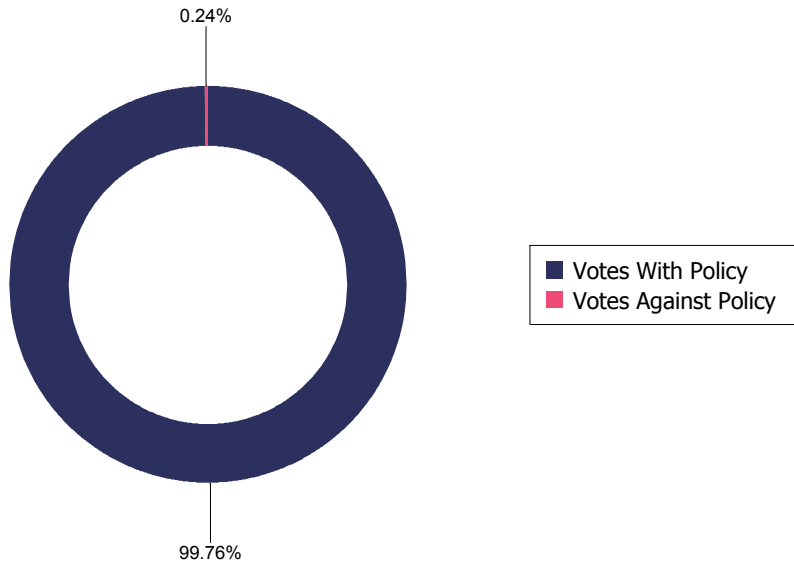


Vote Cast Statistics

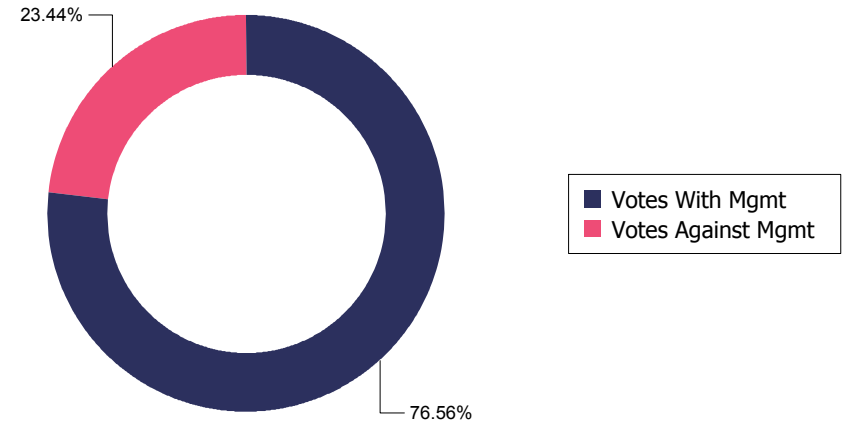


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.
For all calculations in this report, only ballots in status Confirmed or Sent are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



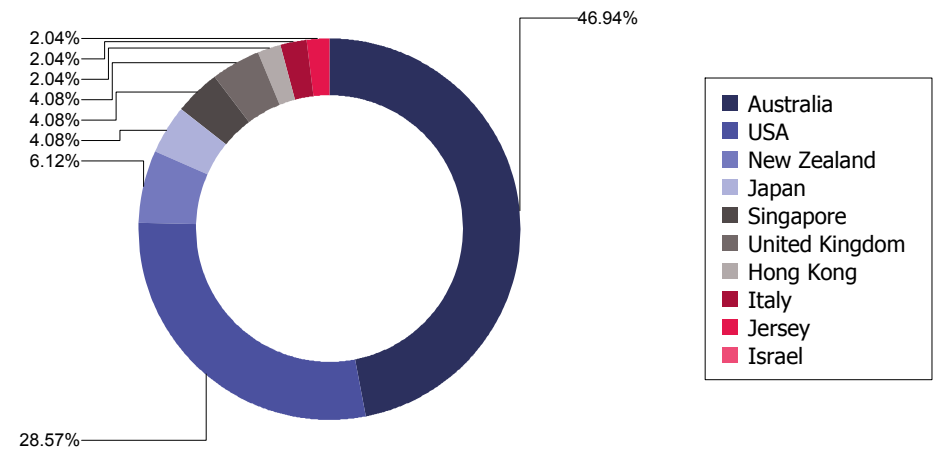
Vote Alignment with Management



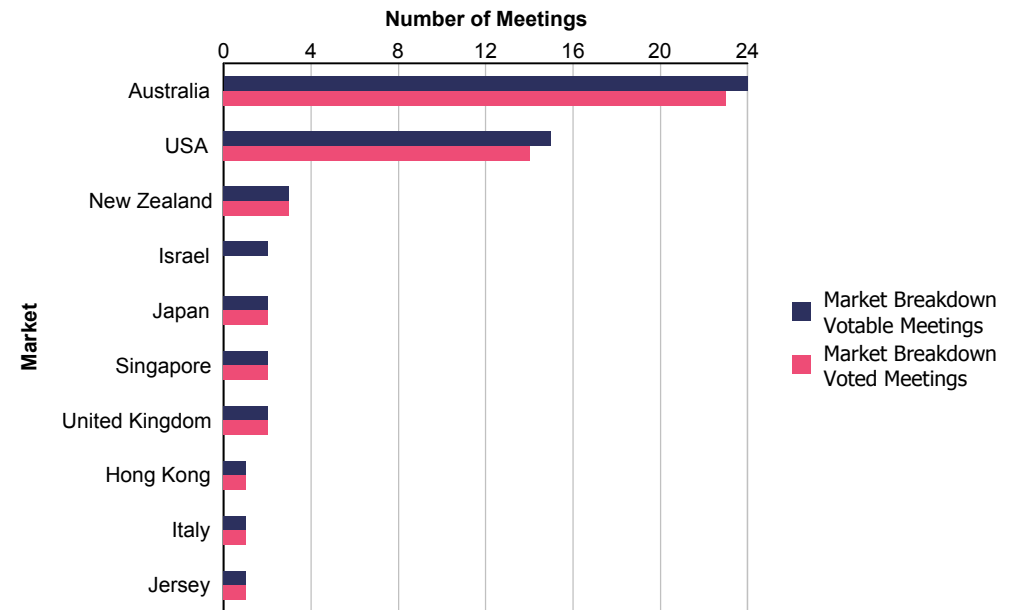
Market Breakdown

| Market | Votable Meetings | Voted Meetings | Percentage |
|----------------|------------------|----------------|------------|
| Australia | 24 | 23 | 95.83% |
| USA | 15 | 14 | 93.33% |
| New Zealand | 3 | 3 | 100.00% |
| Israel | 2 | 0 | 0.00% |
| Japan | 2 | 2 | 100.00% |
| Singapore | 2 | 2 | 100.00% |
| United Kingdom | 2 | 2 | 100.00% |
| Hong Kong | 1 | 1 | 100.00% |
| Italy | 1 | 1 | 100.00% |
| Jersey | 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 |
|--|--------------|----------------|------------|---|--|--|-----------|
| Singapore Exchange Limited | 05-Oct-23 | Singapore | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Abstain |
| Newmont Corporation | 11-Oct-23 | USA | G | Strategic Transactions - Mergers & Acquisitions | Approve Acquisition OR Issue Shares in Connection with Acquisition | 1. Issue Shares in Connection with Transaction | Against |
| Insurance Australia Group Ltd. | 11-Oct-23 | Australia | G | Director Election - Director Election | Elect Director | 2. Elect Jon Nicholson as Director | Against |
| Brambles Limited | 12-Oct-23 | Australia | G | Director Election - Director Election | Elect Director | 5. Elect John Mullen as Director | Against |
| Brambles Limited | 12-Oct-23 | Australia | G | Director Election - Director Election | Elect Director | 6. Elect Nora Scheinkestel as Director | Against |
| Auckland International Airport Limited | 17-Oct-23 | New Zealand | G | Director Election - Director Election | Elect Director | 1. Elect Julia Hoare as Director | Against |
| Auckland International Airport Limited | 17-Oct-23 | New Zealand | G | Audit Related - Auditor Related | Authorize Board to Fix Remuneration of External Auditor(s) | 2. Authorize Board to Fix Remuneration of the Auditors | Against |
| Barratt Developments Plc | 18-Oct-23 | United Kingdom | G | Audit Related - Auditor Related | Ratify Auditors | 14. Reappoint Deloitte LLP as Auditors | Against |
| Barratt Developments Plc | 18-Oct-23 | United Kingdom | G | Audit Related - Auditor Related | Authorize Board to Fix Remuneration of External Auditor(s) | 15. Authorise the Audit Committee to Fix Remuneration of Auditors | 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 |
| 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 |
| Dexus | 25-Oct-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1. Approve Remuneration Report | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2a. Elect Director Robert V. Baumgartner | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2b. Elect Director Julie L. Bushman | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2c. Elect Director John L. Higgins | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2f. Elect Director Roeland Nusse | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2g. Elect Director Alpna Seth | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2h. Elect Director Randolph Steer | 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 |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify KPMG, LLP as Auditors | 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 |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director William J. Ready | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Sandra S. Wijnberg | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|--------------------------------------|--------------|-----------|------------|---|--|--|-----------|
| Broadridge Financial Solutions, Inc. | 09-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Audit Related - Auditor Related | Ratify Auditors | 1. Appoint KPMG as Auditor of Goodman Logistics (HK) Limited | Against |
| The Clorox Company | 15-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Computershare Limited | 15-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report | Against |
| Seek Limited | 15-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| Seek Limited | 15-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3b. Elect Vanessa Wallace as Director | Against |
| Seek Limited | 15-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 5. Approve Grant of One Equity Right to Ian Narev | Against |
| Seek Limited | 15-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 6. Approve Grant of Wealth Sharing Plan Options and Rights to Ian Narev | Against |
| REA Group Ltd | 16-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| REA Group Ltd | 16-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3. Elect Nick Dowling as Director | Against |
| Sonic Healthcare Limited | 16-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2. Elect Neville Mitchell as Director | Against |
| Sonic Healthcare Limited | 16-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 6. Approve Issuance of Securities Under the Sonic Healthcare Limited Employee Option Plan | Against |
| Sonic Healthcare Limited | 16-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 7. Approve Issuance of Securities Under the Sonic Healthcare Limited Performance Rights Plan | Against |
| Mirvac Group | 16-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| IGO Ltd. | 16-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| IGO Ltd. | 16-Nov-23 | Australia | G | Audit Related - Auditor Related | Ratify Auditors | 7. Appoint BDO Audit Pty Ltd as Auditor of the Company | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael "Mick" Farrell | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|------------------------------------|--------------|-----------|------------|---|--|--|-----------|
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Richard "Rich" Sulpizio | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| ResMed Inc. | 16-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 |
| Northern Star Resources Limited | 16-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 6. Elect John Fitzgerald as Director | Against |
| Fox Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Lachlan K. Murdoch | Against |
| Fox Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director William A. Burck | Against |
| Fox Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Roland A. Hernandez | Against |
| Fox Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Paul D. Ryan | 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 | Director Election - Director Election | Elect Director | 1b. Elect Director Angela Wei Dong | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Fabrizio Freda | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gary M. Lauder | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Jane Lauder | 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 |
| Fortescue Metals Group Ltd. | 21-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2. Elect Andrew Forrest as Director | Against |
| Fortescue Metals Group Ltd. | 21-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3. Elect Mark Barnaba as Director | Against |
| Pilbara Minerals Ltd. | 23-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2. Elect Sally-Anne Layman 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 |
|----------------------------|--------------|-----------|------------|---|--|--|-----------|
| Pilbara Minerals Ltd. | 23-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3. Elect Stephen Scudamore as Director | Against |
| Ramsay Health Care Limited | 28-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3.2. Elect Karen Lee Collett Penrose as Director | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Yanai, Tadashi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Kathy Mitsuko Koll | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Kurumado, Joji | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Kyoya, Yutaka | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Okazaki, Takeshi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Yanai, Kazumi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Yanai, Koji | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Mark Garrett | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Charles H. Robbins | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers LLP as Auditors | Against |
| Microsoft Corporation | 07-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.02. Elect Director Hugh F. Johnston | Against |
| Microsoft Corporation | 07-Dec-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 |
| Microsoft Corporation | 07-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte and & Touche as Auditors | 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 | S | Social - Weapons | Weapons - Related | 8. Report on Risks of Weapons Development | Against |

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

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|-----------|------------|---|--|---|-----------|
| Microsoft Corporation | 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 |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Fujita, Susumu | Against |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Hidaka, Yusuke | Against |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Nakayama, Go | Against |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Nakamura, Koichi | Against |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director and Audit Committee Member Shiotsuki, Toko | Against |
| Orica Ltd. | 13-Dec-23 | Australia | G | Director Election - Director Election | Elect Director | 2.2. Elect John Beevers as Director | Against |
| Orica Ltd. | 13-Dec-23 | Australia | E | Environmental - Climate | Management Climate-Related Proposal | 5. Approve Advisory Vote on Climate Action Report | Against |
| FactSet Research Systems Inc. | 14-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Robin A. Abrams | Against |
| FactSet Research Systems Inc. | 14-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 |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director D. Bryan Jordan | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director George R. Mrkoncic, Jr. | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director William C. Rhodes, III | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| AutoZone, Inc. | 20-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 Policy

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

Analysis of Votes Against Policy (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------|--------------|-------------|------------|--|----------------------|------------------------------------|-----------|
| Meridian Energy Limited | 12-Oct-23 | New Zealand | G | Director Election - Director Election | Elect Director | 1. Elect Mark Verbiest as Director | For |

Analysis of Votes Against Management

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---|--------------|----------------|------------|---|--|--|-----------|
| Singapore Exchange Limited | 05-Oct-23 | Singapore | G | Capitalization - Capital Issuance | Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | 10. Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights | Abstain |
| Newmont Corporation | 11-Oct-23 | USA | G | Strategic Transactions - Mergers & Acquisitions | Approve Acquisition OR Issue Shares in Connection with Acquisition | 1. Issue Shares in Connection with Transaction | Against |
| Insurance Australia Group Ltd. | 11-Oct-23 | Australia | G | Director Election - Director Election | Elect Director | 2. Elect Jon Nicholson as Director | Against |
| Brambles Limited | 12-Oct-23 | Australia | G | Director Election - Director Election | Elect Director | 5. Elect John Mullen as Director | Against |
| Brambles Limited | 12-Oct-23 | Australia | G | Director Election - Director Election | Elect Director | 6. Elect Nora Scheinkestel as Director | Against |
| Auckland International Airport Limited | 17-Oct-23 | New Zealand | G | Director Election - Director Election | Elect Director | 1. Elect Julia Hoare as Director | Against |
| Auckland International Airport Limited | 17-Oct-23 | New Zealand | G | Audit Related - Auditor Related | Authorize Board to Fix Remuneration of External Auditor(s) | 2. Authorize Board to Fix Remuneration of the Auditors | Against |
| Barratt Developments Plc | 18-Oct-23 | United Kingdom | G | Audit Related - Auditor Related | Ratify Auditors | 14. Reappoint Deloitte LLP as Auditors | Against |
| Barratt Developments Plc | 18-Oct-23 | United Kingdom | G | Audit Related - Auditor Related | Authorize Board to Fix Remuneration of External Auditor(s) | 15. Authorise the Audit Committee to Fix Remuneration of Auditors | 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 |
| 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 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 | 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 |
| Dexus | 25-Oct-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 1. Approve Remuneration Report | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2a. Elect Director Robert V. Baumgartner | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2b. Elect Director Julie L. Bushman | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2c. Elect Director John L. Higgins | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2f. Elect Director Roeland Nusse | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2g. Elect Director Alpna Seth | Against |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Director Election - Director Election | Elect Director | 2h. Elect Director Randolph Steer | 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 |
| Bio-Techne Corporation | 26-Oct-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify KPMG, LLP as Auditors | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1j. Elect Director William J. Ready | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1l. Elect Director Sandra S. Wijnberg | Against |
| Automatic Data Processing, Inc. | 08-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Broadridge Financial Solutions, Inc. | 09-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte & Touche LLP as Auditors | Against |
| Goodman Group | 14-Nov-23 | Australia | G | Audit Related - Auditor Related | Ratify Auditors | 1. Appoint KPMG as Auditor of Goodman Logistics (HK) Limited | Against |
| The Clorox Company | 15-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Ernst & Young LLP as Auditors | Against |
| Computershare Limited | 15-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 4. Approve Remuneration Report | Against |
| Seek Limited | 15-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-----------|------------|---|--|--|-----------|
| Seek Limited | 15-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3b. Elect Vanessa Wallace as Director | Against |
| Seek Limited | 15-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 5. Approve Grant of One Equity Right to Ian Narev | Against |
| Seek Limited | 15-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Share Plan Grant | 6. Approve Grant of Wealth Sharing Plan Options and Rights to Ian Narev | Against |
| REA Group Ltd | 16-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 2. Approve Remuneration Report | Against |
| REA Group Ltd | 16-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3. Elect Nick Dowling as Director | Against |
| Sonic Healthcare Limited | 16-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2. Elect Neville Mitchell as Director | Against |
| Sonic Healthcare Limited | 16-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Executive Share Option Plan | 6. Approve Issuance of Securities Under the Sonic Healthcare Limited Employee Option Plan | Against |
| Sonic Healthcare Limited | 16-Nov-23 | Australia | G | Compensation - Equity Compensation Plan | Approve Restricted Stock Plan | 7. Approve Issuance of Securities Under the Sonic Healthcare Limited Performance Rights Plan | Against |
| Mirvac Group | 16-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| IGO Ltd. | 16-Nov-23 | Australia | G | Compensation - Remuneration Policy & Implementation | Advisory Vote to Ratify Named Executive Officers' Compensation | 3. Approve Remuneration Report | Against |
| IGO Ltd. | 16-Nov-23 | Australia | G | Audit Related - Auditor Related | Ratify Auditors | 7. Appoint BDO Audit Pty Ltd as Auditor of the Company | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Michael "Mick" Farrell | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1h. Elect Director Richard "Rich" Sulpizio | Against |
| ResMed Inc. | 16-Nov-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify KPMG LLP as Auditors | Against |
| ResMed Inc. | 16-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 |
| Northern Star Resources Limited | 16-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 6. Elect John Fitzgerald as Director | Against |
| Fox Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Lachlan K. Murdoch | Against |
| Fox Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director William A. Burck | Against |
| Fox Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Roland A. Hernandez | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|---------------------------------|--------------|-----------|------------|---|--|--|-----------|
| Fox Corporation | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Paul D. Ryan | 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 | Director Election - Director Election | Elect Director | 1b. Elect Director Angela Wei Dong | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Fabrizio Freda | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1d. Elect Director Gary M. Lauder | Withhold |
| The Estee Lauder Companies Inc. | 17-Nov-23 | USA | G | Director Election - Director Election | Elect Director | 1e. Elect Director Jane Lauder | 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 |
| Fortescue Metals Group Ltd. | 21-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2. Elect Andrew Forrest as Director | Against |
| Fortescue Metals Group Ltd. | 21-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3. Elect Mark Barnaba as Director | Against |
| Pilbara Minerals Ltd. | 23-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 2. Elect Sally-Anne Layman as Director | Against |
| Pilbara Minerals Ltd. | 23-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3. Elect Stephen Scudamore as Director | Against |
| Ramsay Health Care Limited | 28-Nov-23 | Australia | G | Director Election - Director Election | Elect Director | 3.2. Elect Karen Lee Collett Penrose as Director | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.1. Elect Director Yanai, Tadashi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.5. Elect Director Kathy Mitsuko Koll | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.6. Elect Director Kurumado, Joji | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.7. Elect Director Kyoya, Yutaka | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.8. Elect Director Okazaki, Takeshi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.9. Elect Director Yanai, Kazumi | Against |
| FAST RETAILING CO., LTD. | 30-Nov-23 | Japan | G | Director Election - Director Election | Elect Director | 1.10. Elect Director Yanai, Koji | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1c. Elect Director Mark Garrett | Against |

Analysis of Votes Against Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|-------------------------------|--------------|-----------|------------|---|--|---|-----------|
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1g. Elect Director Charles H. Robbins | Against |
| Cisco Systems, Inc. | 06-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 5. Ratify PricewaterhouseCoopers LLP as Auditors | 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 | For |
| Microsoft Corporation | 07-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.02. Elect Director Hugh F. Johnston | Against |
| Microsoft Corporation | 07-Dec-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 |
| Microsoft Corporation | 07-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 4. Ratify Deloitte and & Touche as Auditors | Against |
| Microsoft Corporation | 07-Dec-23 | USA | E, S | E&S Blended - Counter | Miscellaneous -- Environmental & Social Counterproposal | 7. Report on Government Take Down Requests | For |
| 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 | For |
| 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 | For |
| Microsoft Corporation | 07-Dec-23 | USA | S | Social - Miscellaneous | Miscellaneous Proposal - Social | 13. Report on Risks Related to AI Generated Misinformation and Disinformation | For |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 2.1. Elect Director Fujita, Susumu | Against |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 2.2. Elect Director Hidaka, Yusuke | Against |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 2.3. Elect Director Nakayama, Go | Against |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 2.4. Elect Director Nakamura, Koichi | Against |
| CyberAgent, Inc. | 08-Dec-23 | Japan | G | Director Election - Director Election | Elect Director | 3.1. Elect Director and Audit Committee Member Shiotsuki, Toko | Against |
| Orica Ltd. | 13-Dec-23 | Australia | G | Director Election - Director Election | Elect Director | 2.2. Elect John Beevers as Director | Against |
| Orica Ltd. | 13-Dec-23 | Australia | E | Environmental - Climate | Management Climate-Related Proposal | 5. Approve Advisory Vote on Climate Action Report | Against |
| FactSet Research Systems Inc. | 14-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1a. Elect Director Robin A. Abrams | Against |
| FactSet Research Systems Inc. | 14-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 Management (Continued)

| Company Name | Meeting Date | Market | ESG Pillar | Proposal Category | Proposal Description | Proposal Text | Vote Cast |
|----------------|--------------|--------|------------|---|--|--|-----------|
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.6. Elect Director D. Bryan Jordan | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.8. Elect Director George R. Mrkonjac, Jr. | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Director Election - Director Election | Elect Director | 1.9. Elect Director William C. Rhodes, III | Against |
| AutoZone, Inc. | 20-Dec-23 | USA | G | Audit Related - Auditor Related | Ratify Auditors | 2. Ratify Ernst & Young LLP as Auditors | Against |
| AutoZone, Inc. | 20-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 |

Unvoted Meetings

| Company Name | Meeting Date | Meeting Type | Market | Meeting ID |
|-------------------------------|--------------|--------------|-----------|------------|
| IDP Education Limited | 17-Oct-23 | Annual | Australia | 1784080 |
| Bank Hapoalim BM | 08-Nov-23 | Annual | Israel | 1793917 |
| Wix.com Ltd. | 06-Nov-23 | Annual | Israel | 1794488 |
| Paylocity Holding Corporation | 30-Nov-23 | Annual | USA | 1798666 |