

# Board Statistics Report



## Parameters Used:

Location(s): All locations  
 Account Group(s): All account groups  
 Institution Account(s): All institution accounts  
 Custodian Account(s): All custodian accounts  
 Reporting Period: 7/1/22 to 6/30/23

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	77	
Number of meetings voted	77	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	44	57.14%

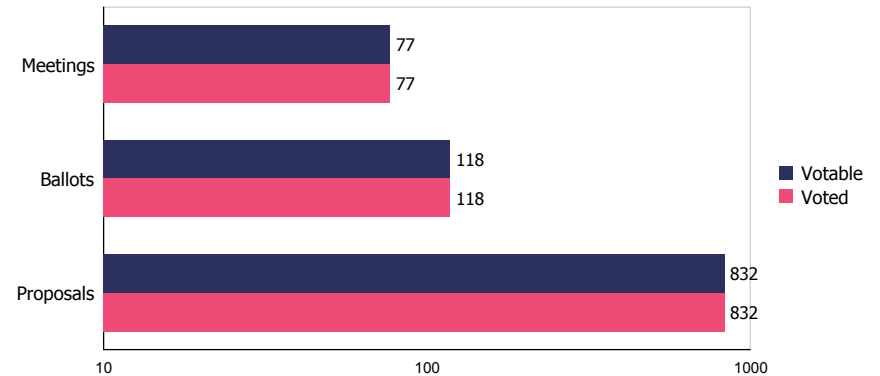
## Ballot Overview

Category	Number	Percentage
Number of votable ballots	118	
Number of ballots voted	118	100.00%

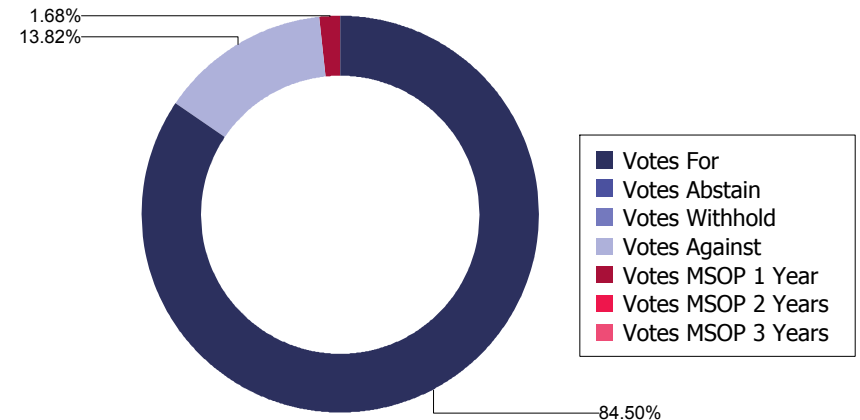
## Proposal Overview

Category	Number	Percentage
Number of votable items	832	
Number of items voted	832	100.00%
Number of votes FOR	703	84.50%
Number of votes AGAINST	115	13.82%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	14	1.68%
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	748	89.90%
Number of votes Against Policy	84	10.10%
Number of votes With Mgmt	691	83.05%
Number of votes Against Mgmt	141	16.95%
Number of votes on MSOP (exclude frequency)	77	9.25%
Number of votes on Shareholder Proposals	61	7.33%

## Voting Statistics

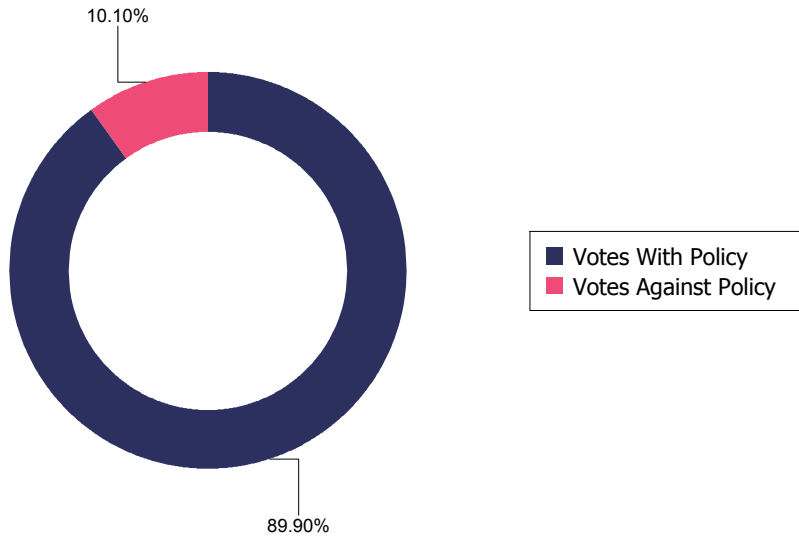


## Vote Cast Statistics

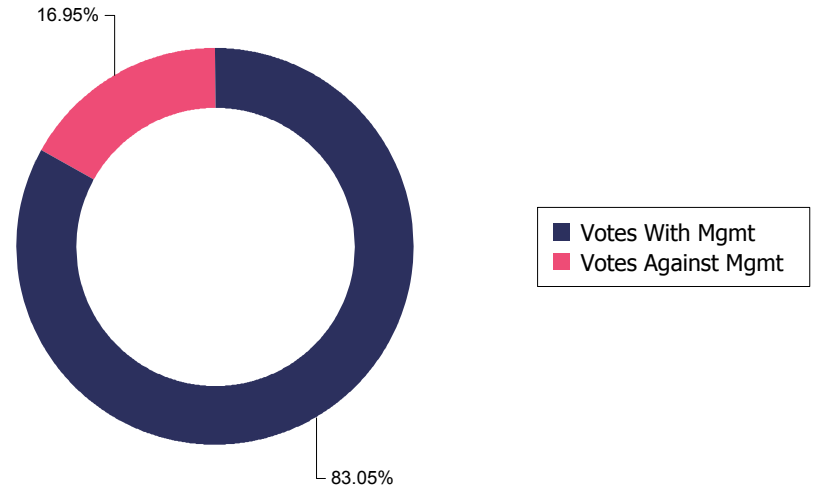


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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



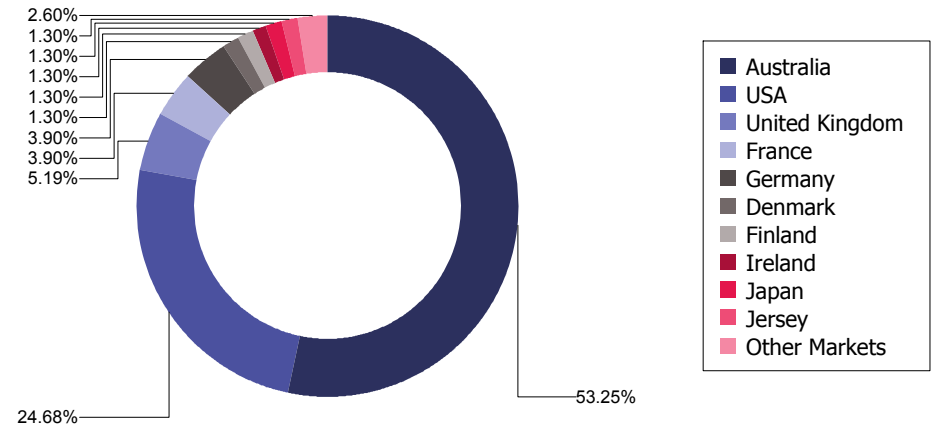
### Vote Alignment with Management



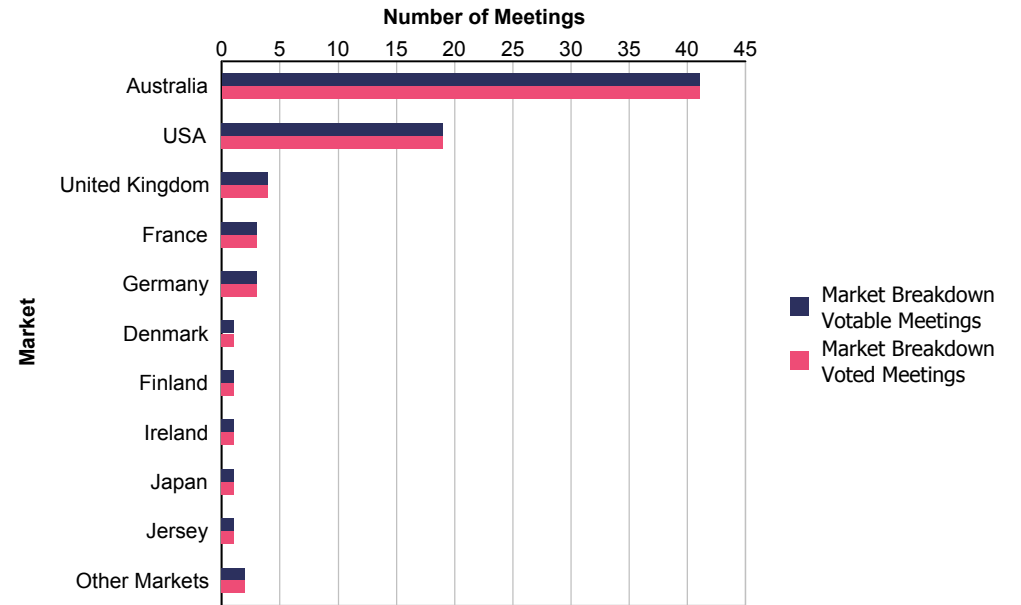
### Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Australia	41	41	100.00%
USA	19	19	100.00%
United Kingdom	4	4	100.00%
France	3	3	100.00%
Germany	3	3	100.00%
Denmark	1	1	100.00%
Finland	1	1	100.00%
Ireland	1	1	100.00%
Japan	1	1	100.00%
Jersey	1	1	100.00%
Netherlands	1	1	100.00%
Taiwan	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
VMware, Inc.	12-Jul-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Paul Sagan	Against
VMware, Inc.	12-Jul-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alstom SA	12-Jul-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Baudouin Prot as Director	Against
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sir Ian Cheshire as Director	Against
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Iain Conn as Director	Against
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Matthew Key as Director	Against
Suncorp Group Limited	23-Sep-22	Australia	G	Director Election - Director Election	Elect Director	4a. Elect Ian Hammond as Director	Against
Transurban Group	20-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Peter Scott as Director	Against
Transurban Group	20-Oct-22	Australia	G	Director Related - Board Related	Approve the Spill Resolution	5. Approve the Spill Resolution	Against
Cleanaway Waste Management Limited	21-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Mark Chellew as Director	Against
Dexus	26-Oct-22	Australia	G	Director Related - Board Related	Approve the Spill Resolution	5. Approve the Conditional Spill Resolution	Against
APM Human Services International Ltd.	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect William Ritchie as Director	Against
APM Human Services International Ltd.	27-Oct-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Grant of Performance Rights to Megan Wynne	Against
APM Human Services International Ltd.	27-Oct-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Grant of Performance Rights to Michael Anghie	Against
APM Human Services International Ltd.	27-Oct-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	8. Approve the Amendments to the Company's Constitution	Against
GUD Holdings Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Graeme Billings as Director	Against
JB Hi-Fi Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Mark Powell as Director	Against
JB Hi-Fi Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Beth Laughton as Director	Against
JB Hi-Fi Limited	27-Oct-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4a. Approve Grant of Restricted Shares to Terry Smart	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
JB Hi-Fi Limited	27-Oct-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4b. Approve Grant of Restricted Shares to Nick Wells	Against
Carsales.Com Limited	28-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3b. Elect David Wiadowski as Director	Against
James Hardie Industries Plc	03-Nov-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Elect Aaron Erter as Director	Against
Coles Group Limited	09-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2.3. Elect James Graham as Director	Against
Amcor plc	09-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Nicholas (Tom) Long	Against
Vicinity Centres	16-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3e. Elect Trevor Gerber as Director	Against
Charter Hall Group	16-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2a. Elect David Clarke as Director	Against
Charter Hall Group	16-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Greg Paramor as Director	Against
ResMed Inc.	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard Sulpizio	Against
ResMed Inc.	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald Taylor	Against
Goodman Group	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Chris Green as Director of Goodman Limited	Against
Goodman Group	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect Phillip Pryke as Director of Goodman Limited	Against
Goodman Group	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	4. Elect Anthony Rozic as Director of Goodman Limited	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Issuance of Performance Rights to Greg Goodman	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	9. Approve Issuance of Performance Rights to Danny Peeters	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	10. Approve Issuance of Performance Rights to Anthony Rozic	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	11. Approve the Increase in Non-Executive Directors' Fee Pool	Against
Goodman Group	17-Nov-22	Australia	G	Director Related - Board Related	Approve the Spill Resolution	12. Approve the Spill Resolution	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 Limited	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Anthony Kiernan as Director	Against
Pilbara Minerals Limited	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect Nicholas Cernotta as Director	Against
Lendlease Group	18-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect David Paul Craig as Director	Against
Lendlease Group	18-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Nicola Wakefield Evans as Director	Against
Arena REIT	24-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Simon Parsons as Director	Against
Microsoft Corporation	13-Dec-22	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Cost/Benefit Analysis of Diversity and Inclusion	Against
Westpac Banking Corp.	14-Dec-22	Australia	G	Director Related - Board Related	Approve the Spill Resolution	6. Approve the Conditional Spill Resolution	Against
Australia and New Zealand Banking Group Limited	15-Dec-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Sarah Jane Halton as Director	Against
Australia and New Zealand Banking Group Limited	15-Dec-22	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Paul Dominic O'Sullivan as Director	Against
National Australia Bank Limited	16-Dec-22	Australia	G	Director Election - Director Election	Elect Director	1a. Elect Philip Chronican as Director	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tim Cook	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alex Gorsky	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Art Levinson	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ron Sugar	Against
Apple Inc.	10-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Apple Inc.	10-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Operations in Communist China	Against
Sandfire Resources Ltd.	21-Mar-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Sign-On Rights to Brendan Harris	Against
Sandfire Resources Ltd.	21-Mar-23	Australia	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	6. Approve Potential Termination Benefit in Relation to Sign-On Rights Proposed to be Granted to Brendan Harris	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Joseph J. Echevarria	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ralph Izzo	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	6. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Paula A. Price	Against
Bristol-Myers Squibb Company	02-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Commission a Civil Rights and Non-Discrimination Audit	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrea Jung as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sir Jonathan Symonds as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Charles Bancroft as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Urs Rohner as Director	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Oversee and Report a Civil Rights Audit	Against
Ecolab Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Martin J. Gepsman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Larry G. Gerdes	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rahael Seifu	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1q. Elect Director Dennis A. Suskind	Against
CME Group Inc.	04-May-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
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas J. Valeriani	Against
Union Pacific Corporation	18-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	6. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerard J. Arpey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Albert P. Carey	Against



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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	8. Rescind 2022 Racial Equity Audit Proposal	Against
The Home Depot, Inc.	18-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles M. Holley, Jr.	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Ronald D. Sugar	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director R. Sanders Williams	Against
Invocare Limited	26-May-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Bart Vogel as Director	Against
Invocare Limited	26-May-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Kim Anderson as Director	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul E. Chamberlain	Against
ServiceNow, Inc.	01-Jun-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
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sundar Pichai	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Content Governance and Censorship	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	02-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	16. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Choon Phong Goh	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Overseeing Risks Related to Discrimination	Against
Mastercard Incorporated	27-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	9. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Mastercard Incorporated	27-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	10. Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	Against

## Analysis of Votes Against Policy

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alstom SA	12-Jul-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Baudouin Prot as Director	Against
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Adel Al-Saleh as Director	For
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Isabel Hudson as Director	For
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	12. Re-elect Allison Kirkby as Director	For
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Sara Weller as Director	For
Macquarie Group Limited	28-Jul-22	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Jillian R Broadbent as Director	For
Macquarie Group Limited	28-Jul-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Philip M Coffey as Director	For
Suncorp Group Limited	23-Sep-22	Australia	G	Director Election - Director Election	Elect Director	4b. Elect Sally Herman as Director	For

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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Telstra Corporation Limited	11-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Eelco Blok as Director	For
Telstra Corporation Limited	11-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3b. Elect Craig Dunn as Director	For
Commonwealth Bank of Australia	12-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Paul O'Malley as Director	For
Commonwealth Bank of Australia	12-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Genevieve Bell as Director	For
Commonwealth Bank of Australia	12-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Mary Padbury as Director	For
Commonwealth Bank of Australia	12-Oct-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5a. Approve the Amendments to the Company's Constitution	For
CSL Limited	12-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Megan Clark as Director	For
Stockland	17-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Stephen Newton as Director	For
Cochlear Limited	18-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3.1. Elect Yasmin Allen as Director	For
Brambles Limited	18-Oct-22	Australia	G	Director Election - Director Election	Elect Director	4. Elect George El-Zoghbi as Director	For
Brambles Limited	18-Oct-22	Australia	G	Director Election - Director Election	Elect Director	5. Elect Jim Miller as Director	For
Dexus	26-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3.1. Elect Mark Ford as Director	For
Dexus	26-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3.2. Elect Nicola Roxon as Director	For
APM Human Services International Ltd.	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Elizabeth Betten as Director	For
APM Human Services International Ltd.	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect William Ritchie as Director	Against
Reliance Worldwide Corporation Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2.1. Elect Christine Bartlett as Director	For
Wesfarmers Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Jennifer Anne Westacott as Director	For
Wesfarmers Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Michael (Mike) Roche as Director	For
Wesfarmers Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Sharon Lee Warburton as Director	For
Carsales.Com Limited	28-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Kim Anderson as Director	For
Carsales.Com Limited	28-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3b. Elect David Wiadrowski as Director	Against

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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
James Hardie Industries Plc	03-Nov-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Elect Aaron Erter as Director	Against
James Hardie Industries Plc	03-Nov-22	Ireland	G	Director Election - Director Election	Elect Director	3d. Elect Rada Rodriguez as Director	For
Coles Group Limited	09-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2.4. Elect Jacqueline Chow as Director	For
Ancor plc	09-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	1g. Elect Director Karen Guerra	For
Charter Hall Group	16-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Karen Moses as Director	For
ResMed Inc.	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Carol Burt	For
ResMed Inc.	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Karen Drexler	For
Mirvac Group	18-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2.1. Elect Jane Hewitt as Director	For
Mirvac Group	18-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2.2. Elect Peter Nash as Director	For
Bluescope Steel Limited	22-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Ewen Crouch as Director	For
Fortescue Metals Group Ltd.	22-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Elizabeth Gaines as Director	For
Abacus Property Group	23-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3.1. Elect Trent Alston as Director	For
Abacus Property Group	23-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3.2. Elect Jingmin Qian as Director	For
Arena REIT	24-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect Rosemary Hartnett as Director	For
Ramsay Health Care Limited	29-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3.2. Elect Alison Deans as Director	For
Sandfire Resources Ltd.	30-Nov-22	Australia	G	Director Election - Director Election	Elect Director	4. Elect Roric Smith as Director	For
Westpac Banking Corp.	14-Dec-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1a. Approve the Amendments to the Company's Constitution	For
Westpac Banking Corp.	14-Dec-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect Peter Nash as Director	For
Australia and New Zealand Banking Group Limited	15-Dec-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Approve the Amendments to the Company's Constitution	For

## Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
National Australia Bank Limited	16-Dec-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6a. Approve the Amendments to the Company's Constitution - Insert into the Constitution in Clause 8 'General Meetings' the New Sub-clause 8.3A 'Advisory Resolutions'	For
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tim Cook	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Al Gore	For
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Andrea Jung	For
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Art Levinson	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ron Sugar	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Sue Wagner	For
Scentre Group	05-Apr-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Michael Wilkins as Director	For
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Linda Z. Cook	For
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1D. Elect Director Julia A. Haller	For
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1E. Elect Director Manuel Hidalgo Medina	For
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1H. Elect Director Theodore R. Samuels	For
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1I. Elect Director Gerald L. Storch	For
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1K. Elect Director Phyllis R. Yale	For
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	3. Re-elect Nils Andersen as Director	For
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Ruby Lu as Director	For
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Feike Sijbesma as Director	For
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	10. Re-elect Anne Beal as Director	For
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Barbara J. Beck	For

### Analysis of Votes Against Policy (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Jeffrey M. Ettinger	For
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director David W. MacLennan	For
Ecolab Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Victoria J. Reich	For
The GPT Group	10-May-23	Australia	G	Director Election - Director Election	Elect Director	1. Elect Mark Menhinnitt as Director	For
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.5. Elect Director Martha H. Marsh	For
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Jennifer Xin-Zhe Li to the Supervisory Board	For
SAP SE	11-May-23	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Qi Lu to the Supervisory Board	For
QBE Insurance Group Limited	12-May-23	Australia	G	Director Election - Director Election	Elect Director	4a. Elect Michael (Mike) Wilkins as Director	For
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Paula Santilli	For
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Caryn Seidman-Becker	For
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ellen J. Kullman	For
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Amy E. Miles	For
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Susan L. Bostrom	For
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Anita M. Sands	For
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sundar Pichai	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Frances H. Arnold	For
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Gabrielle Sulzberger	For

### Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VMware, Inc.	12-Jul-22	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Paul Sagan	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
VMware, Inc.	12-Jul-22	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alstom SA	12-Jul-22	France	G	Director Election - Director Election	Elect Director	7. Reelect Baudouin Prot as Director	Against
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Sir Ian Cheshire as Director	Against
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	9. Re-elect Iain Conn as Director	Against
BT Group Plc	14-Jul-22	United Kingdom	G	Director Election - Director Election	Elect Director	11. Re-elect Matthew Key as Director	Against
Suncorp Group Limited	23-Sep-22	Australia	G	Director Election - Director Election	Elect Director	4a. Elect Ian Hammond as Director	Against
Commonwealth Bank of Australia	12-Oct-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5a. Approve the Amendments to the Company's Constitution	For
Commonwealth Bank of Australia	12-Oct-22	Australia	E	Environmental - Climate	Report on Climate Change	5b. Approve Climate Risk Safeguarding	For
Transurban Group	20-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Peter Scott as Director	Against
Cleanaway Waste Management Limited	21-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Mark Chellew as Director	Against
APM Human Services International Ltd.	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect William Ritchie as Director	Against
APM Human Services International Ltd.	27-Oct-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve Grant of Performance Rights to Megan Wynne	Against
APM Human Services International Ltd.	27-Oct-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Grant of Performance Rights to Michael Anghie	Against
APM Human Services International Ltd.	27-Oct-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	8. Approve the Amendments to the Company's Constitution	Against
GUD Holdings Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Graeme Billings as Director	Against
JB Hi-Fi Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2a. Elect Mark Powell as Director	Against
JB Hi-Fi Limited	27-Oct-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Beth Loughton as Director	Against
JB Hi-Fi Limited	27-Oct-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4a. Approve Grant of Restricted Shares to Terry Smart	Against
JB Hi-Fi Limited	27-Oct-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4b. Approve Grant of Restricted Shares to Nick Wells	Against
Carsales.Com Limited	28-Oct-22	Australia	G	Director Election - Director Election	Elect Director	3b. Elect David Wiadrowski as Director	Against
James Hardie Industries Plc	03-Nov-22	Ireland	G	Director Election - Director Election	Elect Director	3b. Elect Aaron Erter as Director	Against

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Coles Group Limited	09-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2.3. Elect James Graham as Director	Against
Ancor plc	09-Nov-22	Jersey	G	Director Election - Director Election	Elect Director	1h. Elect Director Nicholas (Tom) Long	Against
Vicinity Centres	16-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3e. Elect Trevor Gerber as Director	Against
Charter Hall Group	16-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2a. Elect David Clarke as Director	Against
Charter Hall Group	16-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Greg Paramor as Director	Against
ResMed Inc.	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Richard Sulpizio	Against
ResMed Inc.	16-Nov-22	USA	G	Director Election - Director Election	Elect Director	1j. Elect Director Ronald Taylor	Against
Goodman Group	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Chris Green as Director of Goodman Limited	Against
Goodman Group	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect Phillip Pryke as Director of Goodman Limited	Against
Goodman Group	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	4. Elect Anthony Rozic as Director of Goodman Limited	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Issuance of Performance Rights to Greg Goodman	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	9. Approve Issuance of Performance Rights to Danny Peeters	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	10. Approve Issuance of Performance Rights to Anthony Rozic	Against
Goodman Group	17-Nov-22	Australia	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	11. Approve the Increase in Non-Executive Directors' Fee Pool	Against
Pilbara Minerals Limited	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Anthony Kiernan as Director	Against
Pilbara Minerals Limited	17-Nov-22	Australia	G	Director Election - Director Election	Elect Director	3. Elect Nicholas Cernotta as Director	Against
Lendlease Group	18-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect David Paul Craig as Director	Against
Lendlease Group	18-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Nicola Wakefield Evans as Director	Against
Arena REIT	24-Nov-22	Australia	G	Director Election - Director Election	Elect Director	2. Elect Simon Parsons as Director	Against
Microsoft Corporation	13-Dec-22	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Hiring of Persons with Arrest or Incarceration Records	For



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	13-Dec-22	USA	E	Environmental - Climate	Report on Climate Change	6. Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	7. Report on Government Use of Microsoft Technology	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Weapons	Weapons - Related	8. Report on Development of Products for Military	For
Microsoft Corporation	13-Dec-22	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	9. Report on Tax Transparency	For
Westpac Banking Corp.	14-Dec-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1a. Approve the Amendments to the Company's Constitution	For
Westpac Banking Corp.	14-Dec-22	Australia	E	Environmental - Climate	Report on Climate Change	1b. Approve Climate Risk Safeguarding	For
Australia and New Zealand Banking Group Limited	15-Dec-22	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Sarah Jane Halton as Director	Against
Australia and New Zealand Banking Group Limited	15-Dec-22	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Paul Dominic O'Sullivan as Director	Against
Australia and New Zealand Banking Group Limited	15-Dec-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Approve the Amendments to the Company's Constitution	For
Australia and New Zealand Banking Group Limited	15-Dec-22	Australia	E	Environmental - Climate	Report on Climate Change	6. Approve Climate Risk Safeguarding	For
National Australia Bank Limited	16-Dec-22	Australia	G	Director Election - Director Election	Elect Director	1a. Elect Philip Chronican as Director	Against
National Australia Bank Limited	16-Dec-22	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6a. Approve the Amendments to the Company's Constitution - Insert into the Constitution in Clause 8 'General Meetings' the New Sub-clause 8.3A 'Advisory Resolutions'	For
National Australia Bank Limited	16-Dec-22	Australia	E	Environmental - Climate	Report on Climate Change	6b. Approve Climate Risk Safeguarding	For
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Tim Cook	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Alex Gorsky	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Art Levinson	Against
Apple Inc.	10-Mar-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Ron Sugar	Against
Apple Inc.	10-Mar-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	For
Apple Inc.	10-Mar-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	10-Mar-23	USA	G	Director Related - Board Related	Amend Proxy Access Right	9. Amend Proxy Access Right	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sandfire Resources Ltd.	21-Mar-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Sign-On Rights to Brendan Harris	Against
Sandfire Resources Ltd.	21-Mar-23	Australia	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	6. Approve Potential Termination Benefit in Relation to Sign-On Rights Proposed to be Granted to Brendan Harris	Against
Nordea Bank Abp	23-Mar-23	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	16. Amend Articles Re: General Meeting Participation; General Meeting	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1b. Elect Director Joseph J. Echevarria	Against
The Bank of New York Mellon Corporation	12-Apr-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Ralph Izzo	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Election - Director Election	Elect Director	1F. Elect Director Paula A. Price	Against
Bristol-Myers Squibb Company	02-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Unilever Plc	03-May-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Unilever Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	7. Re-elect Andrea Jung as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	6. Re-elect Sir Jonathan Symonds as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Charles Bancroft as Director	Against
GSK Plc	03-May-23	United Kingdom	G	Director Election - Director Election	Elect Director	13. Re-elect Urs Rohner as Director	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Kate Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director William Johnson	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Franck Moison	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Russell Stokes	Against
United Parcel Service, Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Kevin Warsh	Against
United Parcel Service, Inc.	04-May-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	5. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	GHG Emissions	6. Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
United Parcel Service, Inc.	04-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	7. Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	For
United Parcel Service, Inc.	04-May-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Just Transition	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	9. Report on Risk Due to Restrictions on Reproductive Rights	For
United Parcel Service, Inc.	04-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	11. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For
Ecolab Inc.	04-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Ecolab Inc.	04-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	7. Require Independent Board Chair	For
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Timothy S. Bitsberger	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Charles P. Carey	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Martin J. Gepsman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1h. Elect Director Larry G. Gerdes	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1i. Elect Director Daniel R. Glickman	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1k. Elect Director Phyllis M. Lockett	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director Terry L. Savage	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1n. Elect Director Rahael Seifu	Against
CME Group Inc.	04-May-23	USA	G	Director Election - Director Election	Elect Director	1q. Elect Director Dennis A. Suskind	Against
CME Group Inc.	04-May-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
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.3. Elect Director Paul A. LaViolette	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Election - Director Election	Elect Director	1.8. Elect Director Nicholas J. Valeriani	Against
Edwards Lifesciences Corporation	11-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
Union Pacific Corporation	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	5. Require Independent Board Chair	For
Union Pacific Corporation	18-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Gerard J. Arpey	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Jeffery H. Boyd	Against
The Home Depot, Inc.	18-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Albert P. Carey	Against
The Home Depot, Inc.	18-May-23	USA	G	Corporate Governance - Shareholder Rights	Provide Right to Act by Written Consent	5. Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For
The Home Depot, Inc.	18-May-23	USA	G	Director Related - Board Related	Require Independent Board Chairman	6. Require Independent Board Chair	For
The Home Depot, Inc.	18-May-23	USA	S	Social - Political Spending	Political Spending Congruency	7. Report on Political Expenditures Congruence	For
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Robert A. Eckert	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1f. Elect Director Greg C. Garland	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1g. Elect Director Charles M. Holley, Jr.	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1l. Elect Director Ronald D. Sugar	Against
Amgen Inc.	19-May-23	USA	G	Director Election - Director Election	Elect Director	1m. Elect Director R. Sanders Williams	Against
Invocare Limited	26-May-23	Australia	G	Director Election - Director Election	Elect Director	2. Elect Bart Vogel as Director	Against
Invocare Limited	26-May-23	Australia	G	Director Election - Director Election	Elect Director	3. Elect Kim Anderson as Director	Against
ServiceNow, Inc.	01-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director Paul E. Chamberlain	Against
ServiceNow, Inc.	01-Jun-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
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1c. Elect Director Sundar Pichai	Against
Alphabet Inc.	02-Jun-23	USA	G	Director Election - Director Election	Elect Director	1d. Elect Director John L. Hennessy	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Equity Compensation Plan	Amend Omnibus Stock Plan	3. Amend Omnibus Stock Plan	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	5. Advisory Vote on Say on Pay Frequency	One Year

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	02-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	For
Alphabet Inc.	02-Jun-23	USA	E	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	11. Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Disclose More Quantitative and Qualitative Information on Algorithmic Systems	For
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Alignment of YouTube Policies With Online Safety Regulations	For
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	15. Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	For
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	17. Adopt Share Retention Policy For Senior Executives	For
Alphabet Inc.	02-Jun-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	18. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Taiwan Semiconductor Manufacturing Co., Ltd.	06-Jun-23	Taiwan	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Amendments to Lending Procedures and Caps	3. Amend Procedures for Endorsement and Guarantees	Against
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	For
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	6. Report on Risk from Supplier Misclassification of Supplier's Employees	For
The TJX Companies, Inc.	06-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Adopt a Paid Sick Leave Policy for All Employees	For
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1a. Elect Director Merit E. Janow	Against
Mastercard Incorporated	27-Jun-23	USA	G	Director Election - Director Election	Elect Director	1e. Elect Director Choon Phong Goh	Against
Mastercard Incorporated	27-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Establishing Merchant Category Code for Gun and Ammunition Stores	For

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

<b>Company Name</b>	<b>Meeting Date</b>	<b>Market</b>	<b>ESG Pillar</b>	<b>Proposal Category</b>	<b>Proposal Description</b>	<b>Proposal Text</b>	<b>Vote Cast</b>
Mastercard Incorporated	27-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	8. Report on Lobbying Payments and Policy	For

**Unvoted Meetings**

**There are no unvoted meetings.**