

PROXY VOTING REPORT

Bericht zur Stimmrechts- ausübung 2024 im Rahmen der Phaidros Funds



Hinweis:

Mit der Veröffentlichung eines jährlichen Berichtes zur Stimmrechtsausübung innerhalb der Phaidros Funds ist Eyb & Wallwitz bestrebt, Transparenz über die treuhänderische Ausübung der aus ihren Vermögen erwachsenen Stimmrechte zu zeigen. Zudem setzten wir mit dem vorliegenden Dokument die Anforderungen der Aktionärsrechterichtlinie II (ARUG II) bzw. § 134b des Aktiengesetz im Zusammenhang mit der Stimmrechts- und Mitwirkungspolitik um.

Bei der Umsetzung unserer aktiven Stimmrechtsausübung arbeiten wir mit IVOX Glass Lewis („Glass Lewis“) zusammen, die uns durch Beratungs- und Verwaltungsdienste für die Stimmrechte unterstützen und auf den Hauptversammlungen vertreten. Glass Lewis gibt uns basierend auf ihrer eigenen ESG-Richtlinie Abstimmungsempfehlungen. Diese jährlich aktualisierte Richtlinie wurde speziell dafür entwickelt, um Standards zu erfüllen, die mit den „Principals for Responsible Investment“ der Vereinten Nationen (UN PRI) übereinstimmen.

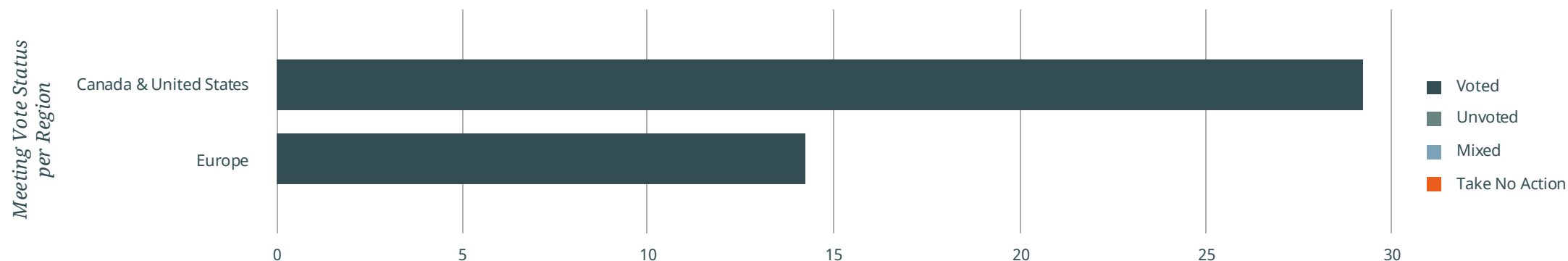
Die jeweils gültige Glass Lewis ESG-Richtlinie ("GLASS LEWIS ESG THEMATIC VOTING POLICY") kann auf der Eyb & Wallwitz Unternehmensseite unter <https://www.eybwallwitz.de/de/nachhaltigkeit/> eingesehen werden.

Der Glass Lewis-Ansatz umfasst die Verwendung von ESG-Risikoindikatoren, um moderate bis schwerwiegende ESG-Risikofaktoren bei börsennotierten Unternehmen zu identifizieren. Vorstandsmitglieder, die wesentliche ESG-Risiken nicht ausreichend beaufsichtigen, managen oder abwehren, werden zur Rechenschaft gezogen. Diese ESG-Risikoindikatoren decken dabei unterschiedliche Themen, wie u.a. Umweltaspekte, Menschen- und Arbeitsrechte sowie die Auswirkungen von Geschäftsaktivitäten und -praktiken, Vergütungsstrukturen und Diversität, Bestechung und Korruption sowie ein Scheitern der Unternehmensführung und einem damit einhergehenden Versagen der Risikoüberwachung, ab.

Meeting Statistics Report

From 1/1/2024 to 12/31/2024

Meetings by Region & Vote Status



| Region | Country Of Origin | Voted | Unvoted | Mixed | Take No Action | Total |
|-----------------------------------|-------------------|-----------|----------|----------|----------------|-----------|
| Total for all Regions | | 43 | 0 | 0 | 0 | 43 |
| Canada & United States | | 29 | 0 | 0 | 0 | 29 |
| | United States | 29 | 0 | 0 | 0 | 29 |
| Europe | | 14 | 0 | 0 | 0 | 14 |
| | Denmark | 1 | 0 | 0 | 0 | 1 |
| | France | 3 | 0 | 0 | 0 | 3 |
| | Germany | 4 | 0 | 0 | 0 | 4 |
| | Ireland | 2 | 0 | 0 | 0 | 2 |
| | Netherlands | 1 | 0 | 0 | 0 | 1 |
| | Switzerland | 2 | 0 | 0 | 0 | 2 |
| | United Kingdom | 1 | 0 | 0 | 0 | 1 |

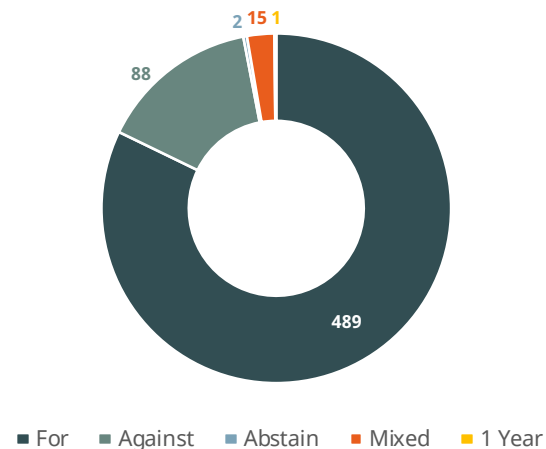
Proposal Statistics Report

From 1/1/2024 to 12/31/2024

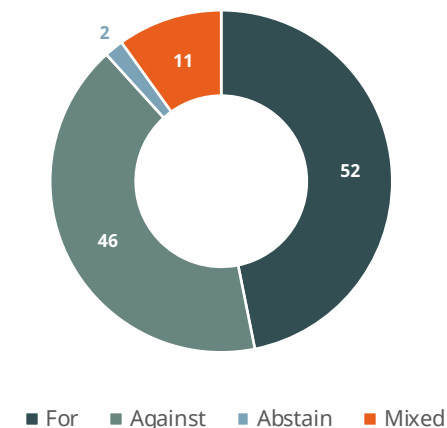
| | Mgmt Proposals | SHP Proposals | Total Proposals |
|----------------|----------------|---------------|-----------------|
| For | 489 | 52 | 541 |
| Against | 88 | 46 | 134 |
| Abstain | 2 | 2 | 4 |
| 1 Year | 1 | 0 | 1 |
| 2 Years | 0 | 0 | 0 |
| 3 Years | 0 | 0 | 0 |
| Mixed | 15 | 11 | 26 |
| Take No Action | 0 | 0 | 0 |
| Unvoted | 0 | 0 | 0 |
| Totals | 595 | 111 | 706 |

| | Mgmt Proposals | SHP Proposals | Total Proposals |
|--------------------|----------------|---------------|-----------------|
| With Management | 490 | 46 | 536 |
| Against Management | 89 | 51 | 140 |
| N/A | 1 | 3 | 4 |
| Mixed | 15 | 11 | 26 |
| Take No Action | 0 | 0 | 0 |
| Unvoted | 0 | 0 | 0 |
| Totals | 595 | 111 | 706 |

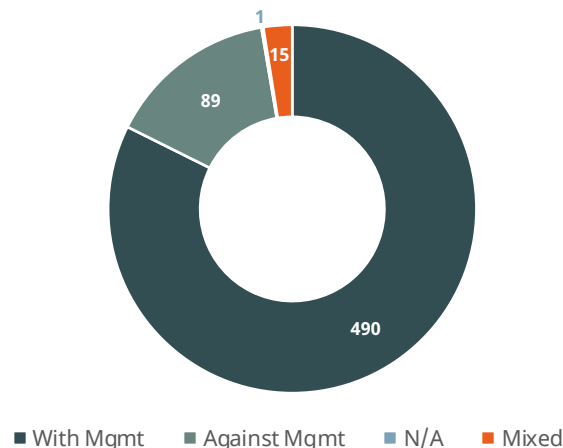
Management Proposals – Votes Cast



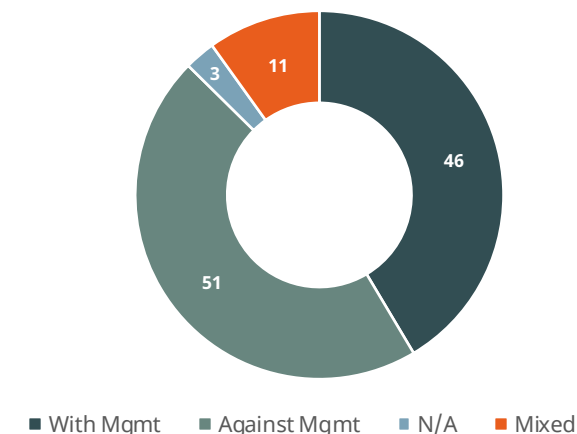
Shareholder Proposals – Votes Cast



Management Proposals – Votes vs. Mgmt



Shareholder Proposals – Votes vs. Mgmt



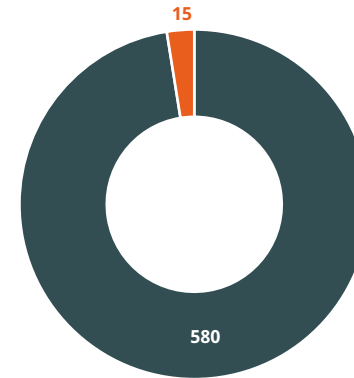
Proposal Statistics Report

From 1/1/2024 to 12/31/2024

| | Mgmt Proposals | SHP Proposals | Total Proposals |
|----------------|----------------|---------------|-----------------|
| With Policy | 580 | 100 | 680 |
| Against Policy | 0 | 0 | 0 |
| Manual | 0 | 0 | 0 |
| N/A | 0 | 0 | 0 |
| Mixed | 15 | 11 | 26 |
| Take No Action | 0 | 0 | 0 |
| Unvoted | 0 | 0 | 0 |
| Totals | 595 | 111 | 706 |

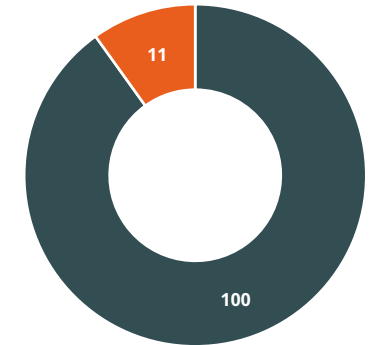
| | Mgmt Proposals | SHP Proposals | Total Proposals |
|---------------------|----------------|---------------|-----------------|
| With Glass Lewis | 534 | 79 | 613 |
| Against Glass Lewis | 46 | 21 | 67 |
| N/A | 0 | 0 | 0 |
| Mixed | 15 | 11 | 26 |
| Take No Action | 0 | 0 | 0 |
| Unvoted | 0 | 0 | 0 |
| Totals | 595 | 111 | 706 |

Management Proposals – Votes vs. Policy



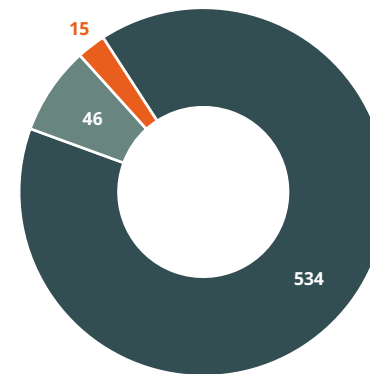
■ With Policy ■ Mixed

Shareholder Proposals – Votes vs. Policy



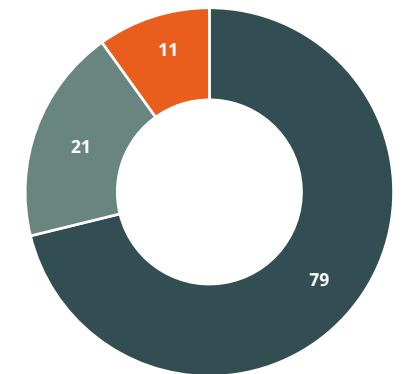
■ With Policy ■ Mixed

Management Proposals – Votes vs. Glass Lewis



■ With GL ■ Against GL ■ Mixed

Shareholder Proposals – Votes vs. Glass Lewis



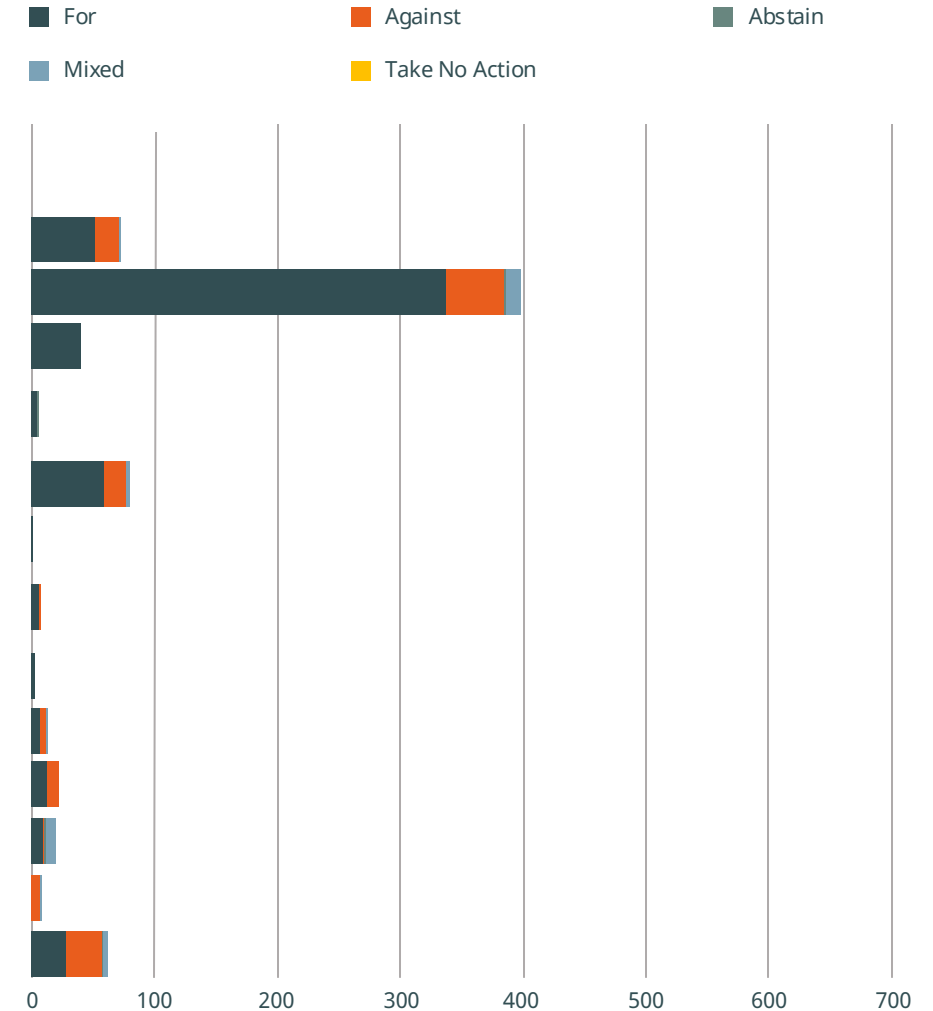
■ With GL ■ Against GL ■ Mixed

Proposal Category Report

From 1/1/2024 to 12/31/2024

| Proposal Categories – All Votes | | | | | | | | | | |
|---------------------------------|------------|------------|----------|----------------|----------|-----------|----------|----------|----------|------------|
| Proposal Category Type | For | Against | Abstain | Take No Action | Unvoted | Mixed | 1 Year | 2 Years | 3 Years | Total |
| Totals | 541 | 134 | 4 | 0 | 0 | 26 | 1 | 0 | 0 | 706 |
| Audit/Financials | 49 | 19 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 69 |
| Board Related | 337 | 50 | 1 | 0 | 0 | 12 | 0 | 0 | 0 | 400 |
| Capital Management | 34 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34 |
| Changes to Company Statutes | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Compensation | 57 | 18 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 78 |
| M&A | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Meeting Administration | 5 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Other | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| SHP: Compensation | 6 | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 11 |
| SHP: Environment | 10 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 18 |
| SHP: Governance | 8 | 1 | 1 | 0 | 0 | 6 | 0 | 0 | 0 | 16 |
| SHP: Misc | 0 | 5 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 6 |
| SHP: Social | 28 | 28 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 60 |

Proposal Categories – All Votes



Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SIEMENS AG

| | |
|----------------------|--------------|
| ISIN | DE0007236101 |
| Ticker | SIE |
| Country | Germany |
| Blocking | No |
| Meeting Date | 08-Feb-24 |
| Deadline Date | 24-Jan-24 |
| Record Date | 01-Feb-24 |
| Vote Date | 15-Jan-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|---------------------------|------------|----------|------|-------------------------|
| 2 | Allocation of Dividends | Management | For | For | For |
| 3.1 | Ratify Roland Busch | Management | For | For | For |
| 3.2 | Ratify Cedrik Neike | Management | For | For | For |
| 3.3 | Ratify Matthias Rebellius | Management | For | For | For |
| 3.4 | Ratify Ralf P. Thomas | Management | For | For | For |
| 3.5 | Ratify Judith Wiese | Management | For | For | For |
| 4.1 | Ratify Jim Hagemann Snabe | Management | For | For | For |
| 4.2 | Ratify Birgit Steinborn | Management | For | For | For |
| 4.3 | Ratify Werner Brandt | Management | For | For | For |
| 4.4 | Ratify Tobias Bäuml | Management | For | For | For |
| 4.5 | Ratify Michael Diekmann | Management | For | For | For |
| 4.6 | Ratify Regina E. Dugan | Management | For | For | For |
| 4.7 | Ratify Andrea Fehrmann | Management | For | For | For |
| 4.8 | Ratify Bettina Haller | Management | For | For | For |
| 4.9 | Ratify Oliver Hartmann | Management | For | For | For |
| 4.10 | Ratify Keryn Lee James | Management | For | For | For |
| 4.11 | Ratify Harald Kern | Management | For | For | For |
| 4.12 | Ratify Jürgen Kerner | Management | For | For | For |
| 4.13 | Ratify Martina Merz | Management | For | For | For |
| 4.14 | Ratify Christian Pfeiffer | Management | For | For | For |
| 4.15 | Ratify Benoît Potier | Management | For | For | For |
| 4.16 | Ratify Hagen Reimer | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SIEMENS AG

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------------------------------|------------|----------|------|-------------------------|
| 4.17 | Ratify Norbert Reithofer | Management | For | For | For |
| 4.18 | Ratify Kasper Rørsted | Management | For | For | For |
| 4.19 | Ratify Baroness Nemat Shafik | Management | For | For | For |
| 4.20 | Ratify Nathalie von Siemens | Management | For | For | For |
| 4.21 | Ratify Michael Sigmund | Management | For | For | For |
| 4.22 | Ratify Dorothea Simon | Management | For | For | For |
| 4.23 | Ratify Grazia Vittadini | Management | For | For | For |
| 4.24 | Ratify Matthias Zachert | Management | For | For | For |
| 4.25 | Ratify Gunnar Zukunft | Management | For | For | For |
| 5 | Appointment of Auditor | Management | For | For | For |
| 6 | Management Board Remuneration Policy | Management | For | For | For |
| 7 | Remuneration Report | Management | For | For | For |
| 8 | Increase in Authorised Capital | Management | For | For | For |
| 9 | Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

APPLE INC

| | |
|----------------------|---------------|
| ISIN | US0378331005 |
| Ticker | AAPL |
| Country | United States |
| Blocking | No |
| Meeting Date | 28-Feb-24 |
| Deadline Date | 27-Feb-24 |
| Record Date | 02-Jan-24 |
| Vote Date | 19-Feb-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|---------------------------------------------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Wanda M. Austin | Management | For | For | For |
| 1b. | Elect Timothy D. Cook | Management | For | For | For |
| 1c. | Elect Alex Gorsky | Management | For | For | For |
| 1d. | Elect Andrea Jung | Management | For | For | For |
| 1e. | Elect Arthur D. Levinson | Management | For | Against | Against |
| 1f. | Elect Monica C. Lozano | Management | For | For | For |
| 1g. | Elect Ronald D. Sugar | Management | For | For | For |
| 1h. | Elect Susan L. Wagner | Management | For | For | For |
| 2. | Ratification of Auditor | Management | For | For | For |
| 3. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 4. | Shareholder Proposal Regarding EEO Policy Risk Report | Shareholder | Against | Against | For |
| 5. | Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Content | Shareholder | Against | Against | For |
| 6. | Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report | Shareholder | Against | For | Against |
| 7. | Shareholder Proposal Regarding Report on Use of Artificial Intelligence | Shareholder | Against | For | Against |
| 8. | Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Policies | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NOVARTIS AG

| | |
|----------------------|--------------|
| ISIN | CH0012005267 |
| Ticker | NOVN |
| Country | Switzerland |
| Blocking | No |
| Meeting Date | 05-Mar-24 |
| Deadline Date | 26-Feb-24 |
| Record Date | 29-Feb-24 |
| Vote Date | 16-Jan-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------|------------|----------|------|-------------------------|
| 1.1 | Accounts and Reports | Management | For | For | For |
| 1.2 | Approval of Non-Financial Statement Reports | Management | For | For | For |
| 2 | Ratification of Board and Management Acts | Management | For | For | For |
| 3 | Allocation of Dividends | Management | For | For | For |
| 4 | Cancellation of Shares and Reduction in Share Capital | Management | For | For | For |
| 5.1 | Board Compensation | Management | For | For | For |
| 5.2 | Executive Compensation (Total) | Management | For | For | For |
| 5.3 | Compensation Report | Management | For | For | For |
| 6.1 | Elect Jörg Reinhardt as Board Chair | Management | For | For | For |
| 6.2 | Elect Nancy C. Andrews | Management | For | For | For |
| 6.3 | Elect Ton Büchner | Management | For | For | For |
| 6.4 | Elect Patrice Bula | Management | For | For | For |
| 6.5 | Elect Elizabeth Doherty | Management | For | For | For |
| 6.6 | Elect Bridgette P. Heller | Management | For | For | For |
| 6.7 | Elect Daniel Hochstrasser | Management | For | For | For |
| 6.8 | Elect Frans van Houten | Management | For | For | For |
| 6.9 | Elect Simon Moroney | Management | For | For | For |
| 6.10 | Elect Ana de Pro Gonzalo | Management | For | For | For |
| 6.11 | Elect Charles L. Sawyers | Management | For | For | For |
| 6.12 | Elect William T. Winters | Management | For | For | For |
| 6.13 | Elect John D. Young | Management | For | For | For |
| 7.1 | Elect Patrice Bula as Compensation Committee Member | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NOVARTIS AG

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|------------------------------------------------------------|------------|----------|---------|-------------------------|
| 7.2 | Elect Bridgette P. Heller as Compensation Committee Member | Management | For | For | For |
| 7.3 | Elect Simon Moroney as Compensation Committee Chair | Management | For | For | For |
| 7.4 | Elect William T. Winters as Compensation Committee Member | Management | For | For | For |
| 8 | Appointment of Auditor | Management | For | For | For |
| 9 | Appointment of Independent Proxy | Management | For | For | For |
| B | Transaction of Other Business | Management | For | Against | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AGILENT TECHNOLOGIES INC.

| | |
|----------------------|---------------|
| ISIN | US00846U1016 |
| Ticker | A |
| Country | United States |
| Blocking | No |
| Meeting Date | 14-Mar-24 |
| Deadline Date | 13-Mar-24 |
| Record Date | 23-Jan-24 |
| Vote Date | 06-Mar-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-----------------------------------------------------|-------------|----------|---------|-------------------------|
| 1.1 | Elect Mala Anand | Management | For | For | For |
| 1.2 | Elect KOH Boon Hwee | Management | For | Against | Against |
| 1.3 | Elect Michael R. McMullen | Management | For | For | For |
| 1.4 | Elect Daniel K. Podolsky | Management | For | Against | Against |
| 2. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Simple Majority Vote | Shareholder | - | For | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NOVO NORDISK

| | |
|----------------------|--------------|
| ISIN | DK0062498333 |
| Ticker | NOVO B |
| Country | Denmark |
| Blocking | No |
| Meeting Date | 21-Mar-24 |
| Deadline Date | 13-Mar-24 |
| Record Date | 14-Mar-24 |
| Vote Date | 13-Mar-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------|------------|----------|---------|-------------------------|
| 2 | Accounts and Reports | Management | For | For | For |
| 3 | Allocation of Profits/Dividends | Management | For | For | For |
| 4 | Remuneration Report | Management | For | For | For |
| 5.1 | Directors' Fees | Management | For | For | For |
| 5.2.A | Indemnification of the Board of Directors | Management | For | For | For |
| 5.2.B | Indemnification of the Executive Management | Management | For | For | For |
| 5.2.C | Amendments to Articles | Management | For | For | For |
| 5.3 | Remuneration Policy | Management | For | For | For |
| 6.1 | Election of Helge Lund as Chair | Management | For | For | For |
| 6.2 | Election of Henrik Poulsen as Vice Chair | Management | For | For | For |
| 6.3.1 | Elect Laurence Debroux | Management | For | For | For |
| 6.3.2 | Elect Andreas Fibig | Management | For | For | For |
| 6.3.3 | Elect Sylvie Grégoire | Management | For | For | For |
| 6.3.4 | Elect Kasim Kutay | Management | For | For | For |
| 6.3.5 | Elect Christina Choi Lai Law | Management | For | For | For |
| 6.3.6 | Elect Martin Mackay | Management | For | Abstain | Against |
| 7.1 | Appointment of Auditor | Management | For | For | For |
| 8.1 | Cancellation of Shares | Management | For | For | For |
| 8.2 | Authority to Repurchase Shares | Management | For | For | For |
| 8.3 | Authority to Issue Shares w/ or w/o Preemptive Rights | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALT DISNEY CO (THE)

| | |
|----------------------|---------------|
| ISIN | US2546871060 |
| Ticker | DIS |
| Country | United States |
| Blocking | No |
| Meeting Date | 03-Apr-24 |
| Deadline Date | 02-Apr-24 |
| Record Date | 05-Feb-24 |
| Vote Date | 26-Mar-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-------------------------------------------------|-------------|----------|----------|------------------|
| 1A. | Elect Management Nominee Mary T. Barra | Management | For | For | For |
| 1B. | Elect Management Nominee Safra A. Catz | Management | For | For | For |
| 1C. | Elect Management Nominee Amy L. Chang | Management | For | For | For |
| 1D. | Elect Management Nominee D. Jeremy Darroch | Management | For | For | For |
| 1E. | Elect Management Nominee Carolyn N. Everson | Management | For | For | For |
| 1F. | Elect Management Nominee Michael B.G. Froman | Management | For | For | For |
| 1G. | Elect Management Nominee James P. Gorman | Management | For | For | For |
| 1H. | Elect Management Nominee Robert A. Iger | Management | For | For | For |
| 1I. | Elect Management Nominee Maria Elena Lagomasino | Management | For | For | For |
| 1J. | Elect Management Nominee Calvin R. McDonald | Management | For | For | For |
| 1K. | Elect Management Nominee Mark G. Parker | Management | For | For | For |
| 1L. | Elect Management Nominee Derica W. Rice | Management | For | For | For |
| 1M. | Elect Dissident Nominee Nelson Peltz | Shareholder | Withhold | Withhold | N/A |
| 1N. | Elect Dissident Nominee James A. Rasulo | Shareholder | Withhold | Withhold | N/A |
| 1O. | Elect Dissident Nominee Craig Hatkoff | Shareholder | Withhold | Withhold | N/A |
| 1P. | Elect Dissident Nominee Jessica Schell | Shareholder | Withhold | Withhold | N/A |
| 1Q. | Elect Dissident Nominee Leah Solivan | Shareholder | Withhold | Withhold | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALT DISNEY CO (THE)

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 2. | Ratification of Auditor | Management | For | Against | Against |
| 3. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 4. | Amendment to the 2011 Stock Incentive Plan | Management | For | For | For |
| 5. | Shareholder Proposal Regarding Severance Approval Policy | Shareholder | Against | Against | For |
| 6. | Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps Related to Gender Dysphoria Care | Shareholder | Against | Against | For |
| 8. | Shareholder Proposal Regarding Charitable Contributions Disclosure | Shareholder | Against | Against | For |
| 9. | Shareholder Proposal Regarding Repeal of Bylaw Amendments | Shareholder | Against | Against | For |
| 10. | Shareholder Advisory Proposal Regarding Board Size and Composition | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALT DISNEY CO (THE)

| | |
|----------------------|---------------|
| ISIN | US2546871060 |
| Ticker | DIS |
| Country | United States |
| Blocking | No |
| Meeting Date | 03-Apr-24 |
| Deadline Date | 02-Apr-24 |
| Record Date | 05-Feb-24 |
| Vote Date | 04-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-------------------------------------------------|-------------|-------------|------|------------------|
| 1A. | Elect Dissident Nominee Nelson Peltz | Shareholder | Do Not Vote | TNA | N/A |
| 1B. | Elect Dissident Nominee James A. Rasulo | Shareholder | Do Not Vote | TNA | N/A |
| 1C. | Elect Management Nominee Michael B.G. Froman | Management | Do Not Vote | TNA | N/A |
| 1D. | Elect Management Nominee Maria Elena Lagomasino | Management | Do Not Vote | TNA | N/A |
| 1E. | Elect Management Nominee Mary T. Barra | Management | Do Not Vote | TNA | N/A |
| 1F. | Elect Management Nominee Safra A. Catz | Management | Do Not Vote | TNA | N/A |
| 1G. | Elect Management Nominee Amy L. Chang | Management | Do Not Vote | TNA | N/A |
| 1H. | Elect Management Nominee D. Jeremy Darroch | Management | Do Not Vote | TNA | N/A |
| 1I. | Elect Management Nominee Carolyn N. Everson | Management | Do Not Vote | TNA | N/A |
| 1J. | Elect Management Nominee James P. Gorman | Management | Do Not Vote | TNA | N/A |
| 1K. | Elect Management Nominee Robert A. Iger | Management | Do Not Vote | TNA | N/A |
| 1L. | Elect Management Nominee Calvin R. McDonald | Management | Do Not Vote | TNA | N/A |
| 1M. | Elect Management Nominee Mark G. Parker | Management | Do Not Vote | TNA | N/A |
| 1N. | Elect Management Nominee Derica W. Rice | Management | Do Not Vote | TNA | N/A |
| 1O. | Elect Dissident Nominee Craig Hatkoff | Shareholder | Do Not Vote | TNA | N/A |
| 1P. | Elect Dissident Nominee Jessica Schell | Shareholder | Do Not Vote | TNA | N/A |
| 1Q. | Elect Dissident Nominee Leah Solivan | Shareholder | Do Not Vote | TNA | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALT DISNEY CO (THE)

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|---------------------------------------------------------------------------------------|-------------|-------------|------|-------------------------|
| 2. | Ratification of Auditor | Management | Do Not Vote | TNA | N/A |
| 3. | Advisory Vote on Executive Compensation | Management | Do Not Vote | TNA | N/A |
| 4. | Amendment to the 2011 Stock Incentive Plan | Management | Do Not Vote | TNA | N/A |
| 5. | Shareholder Proposal Regarding Severance Approval Policy | Shareholder | Do Not Vote | TNA | N/A |
| 6. | Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency | Shareholder | Do Not Vote | TNA | N/A |
| 7. | Shareholder Proposal Regarding Repeal of Bylaw Amendments | Shareholder | Do Not Vote | TNA | N/A |
| 8. | Shareholder Advisory Proposal Regarding Board Size and Composition | Shareholder | Do Not Vote | TNA | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALT DISNEY CO (THE)

| | |
|----------------------|---------------|
| ISIN | US2546871060 |
| Ticker | DIS |
| Country | United States |
| Blocking | No |
| Meeting Date | 03-Apr-24 |
| Deadline Date | 02-Apr-24 |
| Record Date | 05-Feb-24 |
| Vote Date | 04-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-------------------------------------------------|-------------|-------------|------|------------------|
| 1A. | Elect Dissident Nominee Craig Hatkoff | Shareholder | Do Not Vote | TNA | N/A |
| 1B. | Elect Dissident Nominee Jessica Schell | Shareholder | Do Not Vote | TNA | N/A |
| 1C. | Elect Dissident Nominee Leah Solivan | Shareholder | Do Not Vote | TNA | N/A |
| 1D. | Elect Management Nominee Mary T. Barra | Management | Do Not Vote | TNA | N/A |
| 1E. | Elect Management Nominee Safra A. Catz | Management | Do Not Vote | TNA | N/A |
| 1F. | Elect Management Nominee Amy L. Chang | Management | Do Not Vote | TNA | N/A |
| 1G. | Elect Management Nominee D. Jeremy Darroch | Management | Do Not Vote | TNA | N/A |
| 1H. | Elect Management Nominee Carolyn N. Everson | Management | Do Not Vote | TNA | N/A |
| 1I. | Elect Management Nominee Michael B.G. Froman | Management | Do Not Vote | TNA | N/A |
| 1J. | Elect Management Nominee James P. Gorman | Management | Do Not Vote | TNA | N/A |
| 1K. | Elect Management Nominee Robert A. Iger | Management | Do Not Vote | TNA | N/A |
| 1L. | Elect Management Nominee Maria Elena Lagomasino | Management | Do Not Vote | TNA | N/A |
| 1M. | Elect Management Nominee Calvin R. McDonald | Management | Do Not Vote | TNA | N/A |
| 1N. | Elect Management Nominee Mark G. Parker | Management | Do Not Vote | TNA | N/A |
| 1O. | Elect Management Nominee Derica W. Rice | Management | Do Not Vote | TNA | N/A |
| 1P. | Elect Dissident Nominee Nelson Peltz | Shareholder | Do Not Vote | TNA | N/A |
| 1Q. | Elect Dissident Nominee James A. Rasulo | Shareholder | Do Not Vote | TNA | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALT DISNEY CO (THE)

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------------------------------------------------------------|-------------|-------------|------|-------------------------|
| 2. | Ratification of Auditor | Management | Do Not Vote | TNA | N/A |
| 3. | Advisory Vote on Executive Compensation | Management | Do Not Vote | TNA | N/A |
| 4. | Amendment to the 2011 Stock Incentive Plan | Management | Do Not Vote | TNA | N/A |
| 5. | Shareholder Proposal Regarding Severance Approval Policy | Shareholder | Do Not Vote | TNA | N/A |
| 6. | Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency | Shareholder | Do Not Vote | TNA | N/A |
| 7. | Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps Related to Gender Dysphoria Care | Shareholder | Do Not Vote | TNA | N/A |
| 8. | Shareholder Proposal Regarding Charitable Contributions Disclosure | Shareholder | Do Not Vote | TNA | N/A |
| 9. | Shareholder Proposal Regarding Repeal of Bylaw Amendments | Shareholder | Do Not Vote | TNA | N/A |
| 10. | Shareholder Advisory Proposal Regarding Board Size and Composition | Shareholder | Do Not Vote | TNA | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALT DISNEY CO (THE)

| | |
|----------------------|---------------|
| ISIN | US2546871060 |
| Ticker | DIS |
| Country | United States |
| Blocking | No |
| Meeting Date | 03-Apr-24 |
| Deadline Date | 02-Apr-24 |
| Record Date | 05-Feb-24 |
| Vote Date | 04-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-------------------------------------------------|-------------|-------------|------|------------------|
| 1A. | Elect Dissident Nominee Nelson Peltz | Shareholder | Do Not Vote | TNA | N/A |
| 1B. | Elect Dissident Nominee James A. Rasulo | Shareholder | Do Not Vote | TNA | N/A |
| 1C. | Elect Management Nominee Michael B.G. Froman | Management | Do Not Vote | TNA | N/A |
| 1D. | Elect Management Nominee Maria Elena Lagomasino | Management | Do Not Vote | TNA | N/A |
| 1E. | Elect Management Nominee Mary T. Barra | Management | Do Not Vote | TNA | N/A |
| 1F. | Elect Management Nominee Safra A. Catz | Management | Do Not Vote | TNA | N/A |
| 1G. | Elect Management Nominee Amy L. Chang | Management | Do Not Vote | TNA | N/A |
| 1H. | Elect Management Nominee D. Jeremy Darroch | Management | Do Not Vote | TNA | N/A |
| 1I. | Elect Management Nominee Carolyn N. Everson | Management | Do Not Vote | TNA | N/A |
| 1J. | Elect Management Nominee James P. Gorman | Management | Do Not Vote | TNA | N/A |
| 1K. | Elect Management Nominee Robert A. Iger | Management | Do Not Vote | TNA | N/A |
| 1L. | Elect Management Nominee Calvin R. McDonald | Management | Do Not Vote | TNA | N/A |
| 1M. | Elect Management Nominee Mark G. Parker | Management | Do Not Vote | TNA | N/A |
| 1N. | Elect Management Nominee Derica W. Rice | Management | Do Not Vote | TNA | N/A |
| 1O. | Elect Dissident Nominee Craig Hatkoff | Shareholder | Do Not Vote | TNA | N/A |
| 1P. | Elect Dissident Nominee Jessica Schell | Shareholder | Do Not Vote | TNA | N/A |
| 1Q. | Elect Dissident Nominee Leah Solivan | Shareholder | Do Not Vote | TNA | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALT DISNEY CO (THE)

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------------------------------------------------------------|-------------|-------------|------|-------------------------|
| 2. | Ratification of Auditor | Management | Do Not Vote | TNA | N/A |
| 3. | Advisory Vote on Executive Compensation | Management | Do Not Vote | TNA | N/A |
| 4. | Amendment to the 2011 Stock Incentive Plan | Management | Do Not Vote | TNA | N/A |
| 5. | Shareholder Proposal Regarding Severance Approval Policy | Shareholder | Do Not Vote | TNA | N/A |
| 6. | Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency | Shareholder | Do Not Vote | TNA | N/A |
| 7. | Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps Related to Gender Dysphoria Care | Shareholder | Do Not Vote | TNA | N/A |
| 8. | Shareholder Proposal Regarding Charitable Contributions Disclosure | Shareholder | Do Not Vote | TNA | N/A |
| 9. | Shareholder Proposal Regarding Repeal of Bylaw Amendments | Shareholder | Do Not Vote | TNA | N/A |
| 10. | Shareholder Advisory Proposal Regarding Board Size and Composition | Shareholder | Do Not Vote | TNA | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MOODY'S CORP.

| | |
|----------------------|---------------|
| ISIN | US6153691059 |
| Ticker | MCO |
| Country | United States |
| Blocking | No |
| Meeting Date | 16-Apr-24 |
| Deadline Date | 15-Apr-24 |
| Record Date | 20-Feb-24 |
| Vote Date | 05-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|---------------------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Jorge A. Bermudez | Management | For | For | For |
| 1b. | Elect Thérèse Esperdy | Management | For | For | For |
| 1c. | Elect Robert Fauber | Management | For | For | For |
| 1d. | Elect Vincent A. Forlenza | Management | For | For | For |
| 1e. | Elect Kathryn M. Hill | Management | For | For | For |
| 1f. | Elect Lloyd W. Howell, Jr. | Management | For | For | For |
| 1g. | Elect Jose M. Minaya | Management | For | For | For |
| 1h. | Elect Leslie Seidman | Management | For | For | For |
| 1i. | Elect Zig Serafin | Management | For | For | For |
| 1j. | Elect Bruce Van Saun | Management | For | For | For |
| 2. | Ratification of Auditor | Management | For | For | For |
| 3. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 4. | Adoption of Right to Call a Special Meeting | Management | For | Abstain | Against |
| 5. | Shareholder Proposal Regarding Right to Call Special Meetings | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

LVMH MOET HENESSY LOUIS VUITTON SE

| | |
|----------------------|--------------|
| ISIN | FR0000121014 |
| Ticker | MC |
| Country | France |
| Blocking | No |
| Meeting Date | 18-Apr-24 |
| Deadline Date | 09-Apr-24 |
| Record Date | 15-Apr-24 |
| Vote Date | 31-Mar-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------------|------------|----------|---------|-------------------------|
| 1 | Accounts and Reports | Management | For | For | For |
| 2 | Consolidated Accounts and Reports | Management | For | For | For |
| 3 | Allocation of Profits/Dividends | Management | For | For | For |
| 4 | Special Auditors Report on Regulated Agreements | Management | For | Against | Against |
| 5 | Elect Antoine Arnault | Management | For | For | For |
| 6 | Elect Henri de Castries | Management | For | For | For |
| 7 | Elect Alexandre Arnault | Management | For | For | For |
| 8 | Elect Frédéric Arnault | Management | For | For | For |
| 9 | Appointment of Auditor for Sustainability Reporting (Deloitte) | Management | For | For | For |
| 10 | 2023 Remuneration Report | Management | For | Against | Against |
| 11 | 2023 Remuneration of Bernard Arnault, Chair and CEO | Management | For | Against | Against |
| 12 | 2023 Remuneration of Antonio Belloni, Deputy CEO | Management | For | Against | Against |
| 13 | 2024 Remuneration Policy (Board of Directors) | Management | For | For | For |
| 14 | 2024 Remuneration Policy (Chair and CEO) | Management | For | Against | Against |
| 15 | 2024 Remuneration Policy (Deputy CEO) | Management | For | Against | Against |
| 16 | Authority to Repurchase and Reissue Shares | Management | For | For | For |
| 17 | Authority to Cancel Shares and Reduce Capital | Management | For | For | For |
| 18 | Authority to Issue Performance Shares | Management | For | Against | Against |
| 19 | Employee Stock Purchase Plan | Management | For | For | For |
| 20 | Stock Purchase Plan for Overseas Employees | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NESTLE SA

| | |
|----------------------|--------------|
| ISIN | CH0038863350 |
| Ticker | NESN |
| Country | Switzerland |
| Blocking | No |
| Meeting Date | 18-Apr-24 |
| Deadline Date | 08-Apr-24 |
| Record Date | 11-Apr-24 |
| Vote Date | 31-Mar-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------|------------|----------|------|-------------------------|
| 1.1 | Accounts and Reports | Management | For | For | For |
| 1.2 | Compensation Report | Management | For | For | For |
| 1.3 | Report on Non-Financial Matters | Management | For | For | For |
| 2 | Ratification of Board and Management Acts | Management | For | For | For |
| 3 | Allocation of Dividends | Management | For | For | For |
| 4.1.1 | Elect Paul Bulcke | Management | For | For | For |
| 4.1.2 | Elect Mark Schneider | Management | For | For | For |
| 4.1.3 | Elect Renato Fassbind | Management | For | For | For |
| 4.1.4 | Elect Pablo Isla Álvarez de Tejera | Management | For | For | For |
| 4.1.5 | Elect Patrick Aebischer | Management | For | For | For |
| 4.1.6 | Elect Dick Boer | Management | For | For | For |
| 4.1.7 | Elect Dinesh C. Paliwal | Management | For | For | For |
| 4.1.8 | Elect Hanne Jimenez de Mora | Management | For | For | For |
| 4.1.9 | Elect Lindiwe Majele Sibanda | Management | For | For | For |
| 4.1.10 | Elect Chris Leong | Management | For | For | For |
| 4.1.11 | Elect Luca Maestri | Management | For | For | For |
| 4.1.12 | Elect Rainer M. Blair | Management | For | For | For |
| 4.1.13 | Elect Marie-Gabrielle Ineichen-Fleisch | Management | For | For | For |
| 4.2.1 | Elect Geraldine Matchett | Management | For | For | For |
| 4.3.1 | Elect Dick Boer as Compensation Committee Member | Management | For | For | For |
| 4.3.2 | Elect Patrick Aebischer as Compensation Committee Member | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NESTLE SA

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|--------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 4.3.3 | Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member | Management | For | For | For |
| 4.3.4 | Elect Dinesh C. Paliwal as Compensation Committee Member | Management | For | For | For |
| 4.4 | Appointment of Auditor | Management | For | For | For |
| 4.5 | Appointment of Independent Proxy | Management | For | For | For |
| 5.1 | Board Compensation | Management | For | For | For |
| 5.2 | Executive Compensation (Total) | Management | For | For | For |
| 6 | Cancellation of Shares and Reduction in Share Capital | Management | For | For | For |
| 7 | Shareholder Proposal Regarding Sales of Healthier and Less Healthy Foods | Shareholder | Against | For | Against |
| 8 | Additional or Amended Shareholder Proposals | Shareholder | - | Abstain | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

L'OREAL

| | |
|----------------------|--------------|
| ISIN | FR0000120321 |
| Ticker | OR |
| Country | France |
| Blocking | No |
| Meeting Date | 23-Apr-24 |
| Deadline Date | 12-Apr-24 |
| Record Date | 18-Apr-24 |
| Vote Date | 02-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------------|------------|----------|---------|-------------------------|
| 1 | Accounts and Reports | Management | For | For | For |
| 2 | Consolidated Accounts and Reports | Management | For | For | For |
| 3 | Allocation of Profits/Dividends | Management | For | For | For |
| 4 | Elect Jacques Ripoll | Management | For | For | For |
| 5 | Elect Beatrice Guillaume-Grabisch | Management | For | For | For |
| 6 | Elect Ilham Kadri | Management | For | Against | Against |
| 7 | Elect Jean-Victor Meyers | Management | For | For | For |
| 8 | Elect Nicolas Meyers | Management | For | For | For |
| 9 | Appointment of Auditor for Sustainability Reporting (Deloitte) | Management | For | For | For |
| 10 | Appointment of Auditor for Sustainability Reporting (EY) | Management | For | For | For |
| 11 | 2023 Remuneration Report | Management | For | For | For |
| 12 | 2023 Remuneration of Jean-Paul Agon, Chair | Management | For | For | For |
| 13 | 2023 Remuneration of Nicolas Hieronimus, CEO | Management | For | For | For |
| 14 | 2024 Remuneration Policy (Board of Directors) | Management | For | For | For |
| 15 | 2024 Remuneration Policy (Chair) | Management | For | For | For |
| 16 | 2024 Remuneration Policy (CEO) | Management | For | For | For |
| 17 | Authority to Repurchase and Reissue Shares | Management | For | For | For |
| 18 | Authority to Cancel Shares and Reduce Capital | Management | For | For | For |
| 19 | Authority to Issue Performance Shares | Management | For | For | For |
| 20 | Employee Stock Purchase Plan | Management | For | For | For |
| 21 | Stock Purchase Plan for Overseas Employees | Management | For | For | For |
| 22 | Authorisation of Legal Formalities | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ASML HOLDING NV

| | |
|----------------------|--------------|
| ISIN | NL0010273215 |
| Ticker | ASML |
| Country | Netherlands |
| Blocking | No |
| Meeting Date | 24-Apr-24 |
| Deadline Date | 15-Apr-24 |
| Record Date | 27-Mar-24 |
| Vote Date | 05-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-----------------------------------------------------------------------------------------------|------------|----------|------|------------------|
| 3.a. | Remuneration Report | Management | For | For | For |
| 3.b. | Accounts and Reports | Management | For | For | For |
| 3.e. | Allocation of Dividends | Management | For | For | For |
| 4.a. | Ratification of Management Board Acts | Management | For | For | For |
| 4.b. | Ratification of Supervisory Board Acts | Management | For | For | For |
| 5. | Long-Term Incentive Plan; Authority to Issue Shares | Management | For | For | For |
| 7.b. | Elect Annet P. Aris to the Supervisory Board | Management | For | For | For |
| 7.c. | Elect D. Mark Durcan to the Supervisory Board | Management | For | For | For |
| 7.d. | Elect Warren A. East to the Supervisory Board | Management | For | For | For |
| 8.a. | Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) | Management | For | For | For |
| 8.b. | Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) | Management | For | For | For |
| 9. | Authority to Repurchase Shares | Management | For | For | For |
| 10. | Cancellation of Shares | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

JOHNSON & JOHNSON

| | |
|----------------------|---------------|
| ISIN | US4781601046 |
| Ticker | JNJ |
| Country | United States |
| Blocking | No |
| Meeting Date | 25-Apr-24 |
| Deadline Date | 24-Apr-24 |
| Record Date | 27-Feb-24 |
| Vote Date | 15-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 1a. | Elect Darius Adamczyk | Management | For | For | For |
| 1b. | Elect Mary C. Beckerle | Management | For | For | For |
| 1c. | Elect D. Scott Davis | Management | For | For | For |
| 1d. | Elect Jennifer A. Doudna | Management | For | For | For |
| 1e. | Elect Joaquin Duato | Management | For | For | For |
| 1f. | Elect Marillyn A. Hewson | Management | For | For | For |
| 1g. | Elect Paula A. Johnson | Management | For | For | For |
| 1h. | Elect Hubert Joly | Management | For | For | For |
| 1i. | Elect Mark B. McClellan | Management | For | For | For |
| 1j. | Elect Anne M. Mulcahy | Management | For | For | For |
| 1k. | Elect Mark A. Weinberger | Management | For | For | For |
| 1l. | Elect Nadja Y. West | Management | For | For | For |
| 1m. | Elect Eugene A. Woods | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps | Shareholder | Against | Against | For |
| 5. | Shareholder Proposal Regarding Patent Exclusivities | Shareholder | Against | Abstain | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

HAMBORNER REIT AG

| | |
|----------------------|--------------|
| ISIN | DE000A3H2333 |
| Ticker | - |
| Country | Germany |
| Blocking | No |
| Meeting Date | 25-Apr-24 |
| Deadline Date | 10-Apr-24 |
| Record Date | 18-Apr-24 |
| Vote Date | 17-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------|------------|----------|------|-------------------------|
| 2 | Allocation of Dividends | Management | For | For | For |
| 3 | Ratification of Management Board Acts | Management | For | For | For |
| 4 | Ratification of Supervisory Board Acts | Management | For | For | For |
| 5 | Appointment of Auditor | Management | For | For | For |
| 6 | Remuneration Report | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

VEOLIA ENVIRONMENT S.A.

| | |
|----------------------|--------------|
| ISIN | FR0000124141 |
| Ticker | VIE |
| Country | France |
| Blocking | No |
| Meeting Date | 25-Apr-24 |
| Deadline Date | 16-Apr-24 |
| Record Date | 22-Apr-24 |
| Vote Date | 08-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|--------------------------------------------------------------------------|------------|----------|---------|------------------|
| 1 | Accounts and Reports; Non Tax-Deductible Expenses | Management | For | For | For |
| 2 | Consolidated Accounts and Reports | Management | For | For | For |
| 3 | Allocation of Profits/Dividends | Management | For | For | For |
| 4 | Special Auditors Report on Regulated Agreements | Management | For | For | For |
| 5 | Elect Isabelle Courville | Management | For | For | For |
| 6 | Elect Guillaume Texier | Management | For | For | For |
| 7 | Elect Julia Marton-Lefèvre | Management | For | For | For |
| 8 | Appointment of Auditor for Sustainability Reporting (KPMG) | Management | For | For | For |
| 9 | Appointment of Auditor for Sustainability Reporting (EY) | Management | For | For | For |
| 10 | 2023 Remuneration of Antoine Frérot, Chair | Management | For | For | For |
| 11 | 2023 Remuneration of Estelle Brachlianoff, CEO | Management | For | For | For |
| 12 | 2023 Remuneration Report | Management | For | For | For |
| 13 | 2024 Remuneration Policy (Chair) | Management | For | Against | Against |
| 14 | 2023 Remuneration Policy (CEO) | Management | For | For | For |
| 15 | 2024 Remuneration Policy (Non-executive Directors) | Management | For | For | For |
| 16 | Authority to Repurchase and Reissue Shares | Management | For | For | For |
| 17 | Authority to Issue Shares and Convertible Debt w/ Preemptive Rights | Management | For | For | For |
| 18 | Authority to Issue Shares and Convertible Debt w/o Preemptive Rights | Management | For | For | For |
| 19 | Authority to Issue Shares and Convertible Debt Through Private Placement | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

VEOLIA ENVIRONMENT S.A.

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------------------------------------------------------------------------|------------|----------|------|-------------------------|
| 20 | Authority to Increase Capital in Consideration for Contributions In Kind (France) | Management | For | For | For |
| 21 | Greenshoe | Management | For | For | For |
| 22 | Authority to Increase Capital Through Capitalisations | Management | For | For | For |
| 23 | Employee Stock Purchase Plan | Management | For | For | For |
| 24 | Stock Purchase Plan for Overseas Employees | Management | For | For | For |
| 25 | Authority to Issue Performance Shares | Management | For | For | For |
| 26 | Authority to Cancel Shares and Reduce Capital | Management | For | For | For |
| 27 | Amendments to Articles Regarding the Suppression of Double Voting Rights and the Introduction of a Cap to Voting Rights | Management | For | For | For |
| 28 | Authorisation of Legal Formalities | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

PEPSICO INC

| | |
|----------------------|---------------|
| ISIN | US7134481081 |
| Ticker | PEP |
| Country | United States |
| Blocking | No |
| Meeting Date | 01-May-24 |
| Deadline Date | 30-Apr-24 |
| Record Date | 01-Mar-24 |
| Vote Date | 22-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 1a. | Elect Segun Agbaje | Management | For | For | For |
| 1b. | Elect Jennifer Bailey | Management | For | For | For |
| 1c. | Elect Cesar Conde | Management | For | For | For |
| 1d. | Elect Ian M. Cook | Management | For | For | For |
| 1e. | Elect Edith W. Cooper | Management | For | For | For |
| 1f. | Elect Susan M. Diamond | Management | For | For | For |
| 1g. | Elect Dina Dublon | Management | For | For | For |
| 1h. | Elect Michelle D. Gass | Management | For | For | For |
| 1i. | Elect Ramon L. Laguarta | Management | For | For | For |
| 1j. | Elect Dave Lewis | Management | For | For | For |
| 1k. | Elect David C. Page | Management | For | For | For |
| 1l. | Elect Robert C. Pohlad | Management | For | For | For |
| 1m. | Elect Daniel L. Vasella | Management | For | For | For |
| 1n. | Elect Darren Walker | Management | For | For | For |
| 1o. | Elect Alberto Weisser | Management | For | For | For |
| 2. | Ratification of Auditor | Management | For | Against | Against |
| 3. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 4. | Amendment to the Long-Term Incentive Plan | Management | For | For | For |
| 5. | Shareholder Proposal Regarding Severance Approval Policy | Shareholder | Against | Against | For |
| 6. | Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Mandatory Director Resignation Policy | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

PEPSICO INC

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 8. | Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks | Shareholder | Against | Against | For |
| 9. | Shareholder Proposal Regarding Report on Biodiversity Loss | Shareholder | Against | Against | For |
| 10. | Shareholder Proposal Regarding Racial Equity Audit | Shareholder | Against | For | Against |
| 11. | Shareholder Proposal Regarding Diversity and Inclusion Report | Shareholder | Against | Against | For |
| 12. | Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

OCcidental Petroleum Corp.

| | |
|----------------------|---------------|
| ISIN | US6745991058 |
| Ticker | OXY |
| Country | United States |
| Blocking | No |
| Meeting Date | 02-May-24 |
| Deadline Date | 01-May-24 |
| Record Date | 08-Mar-24 |
| Vote Date | 22-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Vicky A. Bailey | Management | For | For | For |
| 1b. | Elect Andrew Gould | Management | For | For | For |
| 1c. | Elect Carlos M. Gutierrez | Management | For | For | For |
| 1d. | Elect Vicki A. Hollub | Management | For | For | For |
| 1e. | Elect William R. Klesse | Management | For | For | For |
| 1f. | Elect Jack B. Moore | Management | For | Against | Against |
| 1g. | Elect Claire O'Neill | Management | For | For | For |
| 1h. | Elect Avedick B. Poladian | Management | For | For | For |
| 1i. | Elect Kenneth B. Robinson | Management | For | For | For |
| 1j. | Elect Robert M. Shearer | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Lobbying Report | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

DEUTSCHE POST AG

| | |
|----------------------|--------------|
| ISIN | DE0005552004 |
| Ticker | DPW |
| Country | Germany |
| Blocking | No |
| Meeting Date | 03-May-24 |
| Deadline Date | 18-Apr-24 |
| Record Date | 26-Apr-24 |
| Vote Date | 24-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-----------------------------------------------------------------------------|------------|----------|------|-------------------------|
| 2 | Allocation of Dividends | Management | For | For | For |
| 3 | Ratification of Management Board Acts | Management | For | For | For |
| 4 | Ratification of Supervisory Board Acts | Management | For | For | For |
| 5 | Appointment of Auditor; Appointment of Auditor for Sustainability Reporting | Management | For | For | For |
| 6.1 | Elect Ann-Kristin Achleitner | Management | For | For | For |
| 6.2 | Elect Hans-Ulrich Engel | Management | For | For | For |
| 6.3 | Elect Heinrich Hiesinger | Management | For | For | For |
| 7 | Remuneration Report | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

BERKSHIRE HATHAWAY INC.

| | |
|----------------------|---------------|
| ISIN | US0846707026 |
| Ticker | BRKA |
| Country | United States |
| Blocking | No |
| Meeting Date | 04-May-24 |
| Deadline Date | 03-May-24 |
| Record Date | 06-Mar-25 |
| Vote Date | 23-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-----------------------------------------------------------------------------------------------------------|-------------|----------|----------|------------------|
| 1.1 | Elect Warren E. Buffett | Management | For | For | For |
| 1.2 | Elect Gregory E. Abel | Management | For | For | For |
| 1.3 | Elect Howard G. Buffett | Management | For | For | For |
| 1.4 | Elect Susan A. Buffett | Management | For | For | For |
| 1.5 | Elect Stephen B. Burke | Management | For | Withhold | Against |
| 1.6 | Elect Kenneth I. Chenault | Management | For | Withhold | Against |
| 1.7 | Elect Christopher C. Davis | Management | For | For | For |
| 1.8 | Elect Susan L. Decker | Management | For | Withhold | Against |
| 1.9 | Elect Charlotte Guyman | Management | For | Withhold | Against |
| 1.10 | Elect Ajit Jain | Management | For | For | For |
| 1.11 | Elect Thomas S. Murphy, Jr. | Management | For | Withhold | Against |
| 1.12 | Elect Ronald L. Olson | Management | For | For | For |
| 1.13 | Elect Wallace R. Weitz | Management | For | For | For |
| 1.14 | Elect Meryl B. Witmer | Management | For | For | For |
| 2. | Shareholder Proposal Regarding Aligning GHG Reductions With Paris Agreement | Shareholder | Against | For | Against |
| 3. | Shareholder Proposal Regarding Climate Report | Shareholder | Against | For | Against |
| 4. | Shareholder Proposal Regarding Diversity and Inclusion Report | Shareholder | Against | For | Against |
| 5. | Shareholder Proposal Regarding Formation of Railroad Safety Committee | Shareholder | Against | For | Against |
| 6. | Shareholder Proposal Regarding Audited Report on Financial Statement Assumptions Regarding Climate Change | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Report on Corporate Operations with China | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

LILLY(ELI) & CO

| | |
|----------------------|---------------|
| ISIN | US5324571083 |
| Ticker | LLY |
| Country | United States |
| Blocking | No |
| Meeting Date | 06-May-24 |
| Deadline Date | 03-May-24 |
| Record Date | 28-Feb-24 |
| Vote Date | 23-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-----------------------------------------------------------------------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Katherine Baicker | Management | For | For | For |
| 1b. | Elect J. Erik Fyrwald | Management | For | For | For |
| 1c. | Elect Jamere Jackson | Management | For | Against | Against |
| 1d. | Elect Gabrielle Sulzberger | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Repeal of Classified Board | Management | For | For | For |
| 5. | Elimination of Supermajority Requirement | Management | For | For | For |
| 6. | Shareholder Proposal Regarding Lobbying Report | Shareholder | Against | For | Against |
| 7. | Shareholder Proposal Regarding Diversity and Inclusion Report | Shareholder | Against | Against | For |
| 8. | Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents | Shareholder | Against | For | Against |
| 9. | Shareholder Proposal Regarding Human Rights Policy | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ALLIANZ SE

| | |
|----------------------|--------------|
| ISIN | DE0008404005 |
| Ticker | ALV |
| Country | Germany |
| Blocking | No |
| Meeting Date | 08-May-24 |
| Deadline Date | 23-Apr-24 |
| Record Date | 01-May-24 |
| Vote Date | 29-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|--------------------------------|------------|----------|------|------------------|
| 2 | Allocation of Dividends | Management | For | For | For |
| 3.1 | Ratify Oliver Bäte | Management | For | For | For |
| 3.2 | Ratify Sirma Boshnakova | Management | For | For | For |
| 3.3 | Ratify Barbara Karuth-Zelle | Management | For | For | For |
| 3.4 | Ratify Klaus-Peter Röhler | Management | For | For | For |
| 3.5 | Ratify Giulio Terzariol | Management | For | For | For |
| 3.6 | Ratify Günther Thallinger | Management | For | For | For |
| 3.7 | Ratify Christopher Townsend | Management | For | For | For |
| 3.8 | Ratify Renate Wagner | Management | For | For | For |
| 3.9 | Ratify Andreas Wimmer | Management | For | For | For |
| 4.1 | Ratify Michael Diekmann | Management | For | For | For |
| 4.2 | Ratify Gabriele Burkhardt-Berg | Management | For | For | For |
| 4.3 | Ratify Herbert Hainer | Management | For | For | For |
| 4.4 | Ratify Sophie Boissard | Management | For | For | For |
| 4.5 | Ratify Christine Bosse | Management | For | For | For |
| 4.6 | Ratify Rashmy Chatterjee | Management | For | For | For |
| 4.7 | Ratify Friedrich Eichiner | Management | For | For | For |
| 4.8 | Ratify Jean-Claude Le Goaër | Management | For | For | For |
| 4.9 | Ratify Martina Grundler | Management | For | For | For |
| 4.10 | Ratify Frank Kirsch | Management | For | For | For |
| 4.11 | Ratify Jürgen Lawrenz | Management | For | For | For |
| 4.12 | Ratify Primiano Di Paolo | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ALLIANZ SE

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|--------------------------------------------|------------|----------|------|-------------------------|
| 5 | Appointment of Auditor | Management | For | For | For |
| 6 | Remuneration Report | Management | For | For | For |
| 7.1 | Elect Stephanie Bruce | Management | For | For | For |
| 7.2 | Elect Jörg Schneider | Management | For | For | For |
| 8 | Authority to Repurchase and Reissue Shares | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

CBIZ INC

| | |
|----------------------|---------------|
| ISIN | US1248051021 |
| Ticker | CBZ |
| Country | United States |
| Blocking | No |
| Meeting Date | 09-May-24 |
| Deadline Date | 08-May-24 |
| Record Date | 15-Mar-24 |
| Vote Date | 23-Apr-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-----------------------------------------|------------|----------|---------|------------------|
| 1.1 | Elect Michael H. DeGroot | Management | For | Against | Against |
| 1.2 | Elect Gina D. France | Management | For | Against | Against |
| 1.3 | Elect A. Haag Sherman | Management | For | Against | Against |
| 1.4 | Elect Todd J. Slotkin | Management | For | For | For |
| 2. | Ratification of Auditor | Management | For | Against | Against |
| 3. | Advisory Vote on Executive Compensation | Management | For | Against | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

JPMORGAN CHASE & CO.

| | |
|----------------------|---------------|
| ISIN | US46625H1005 |
| Ticker | JPM |
| Country | United States |
| Blocking | No |
| Meeting Date | 21-May-24 |
| Deadline Date | 20-May-24 |
| Record Date | 22-May-24 |
| Vote Date | 05-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 1a. | Elect Linda B. Bammann | Management | For | For | For |
| 1b. | Elect Stephen B. Burke | Management | For | For | For |
| 1c. | Elect Todd A. Combs | Management | For | Against | Against |
| 1d. | Elect Alicia Boler Davis | Management | For | For | For |
| 1e. | Elect James Dimon | Management | For | For | For |
| 1f. | Elect Alex Gorsky | Management | For | For | For |
| 1g. | Elect Mellody Hobson | Management | For | For | For |
| 1h. | Elect Phebe N. Novakovic | Management | For | For | For |
| 1i. | Elect Virginia M. Rometty | Management | For | For | For |
| 1j. | Elect Mark A. Weinberger | Management | For | Against | Against |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Amendment to the Long-Term Incentive Plan | Management | For | For | For |
| 4. | Ratification of Auditor | Management | For | Against | Against |
| 5. | Shareholder Proposal Regarding Independent Chair | Shareholder | Against | For | Against |
| 6. | Shareholder Proposal Regarding Audit of Climate Transition Policies | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples | Shareholder | Against | For | Against |
| 8. | Shareholder Proposal Regarding Proxy Voting Review | Shareholder | Against | Against | For |
| 9. | Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas | Shareholder | Against | For | Against |
| 10. | Shareholder Proposal Regarding Severance Approval Policy | Shareholder | Against | For | Against |
| 11. | Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SHELL PLC

| | |
|----------------------|----------------|
| ISIN | GB00BP6MXD84 |
| Ticker | SHEL |
| Country | United Kingdom |
| Blocking | No |
| Meeting Date | 21-May-24 |
| Deadline Date | 10-May-24 |
| Record Date | 14-May-24 |
| Vote Date | 10-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-------------------------------------------------|------------|----------|------|------------------|
| 1. | Accounts and Reports | Management | For | For | For |
| 2. | Remuneration Report | Management | For | For | For |
| 3. | Elect Dick Boer | Management | For | For | For |
| 4. | Elect Neil A.P. Carson | Management | For | For | For |
| 5. | Elect Ann F. Godbehere | Management | For | For | For |
| 6. | Elect Sinead Gorman | Management | For | For | For |
| 7. | Elect Jane Holl Lute | Management | For | For | For |
| 8. | Elect Catherine J. Hughes | Management | For | For | For |
| 9. | Elect Sir Andrew Mackenzie | Management | For | For | For |
| 10. | Elect Sir Charles Roxburgh | Management | For | For | For |
| 11. | Elect Wael Sawan | Management | For | For | For |
| 12. | Elect Abraham Schot | Management | For | For | For |
| 13. | Elect Leena Srivastava | Management | For | For | For |
| 14. | Elect Cyrus Taraporevala | Management | For | For | For |
| 15. | Appointment of Auditor | Management | For | For | For |
| 16. | Authority to Set Auditor's Fees | Management | For | For | For |
| 17. | Authority to Issue Shares w/ Preemptive Rights | Management | For | For | For |
| 18. | Authority to Issue Shares w/o Preemptive Rights | Management | For | For | For |
| 19. | Authority to Repurchase Shares | Management | For | For | For |
| 20. | Authority to Repurchase Shares (Off-Market) | Management | For | For | For |
| 21. | Authorisation of Political Donations | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SHELL PLC

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|--------------------------------------------------------------------------------------|-------------|----------|------|-------------------------|
| 22. | Approval of Energy Transition Update and Energy Transition Strategy 2024 | Management | For | For | For |
| 23. | Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AMAZON.COM INC.

| | |
|----------------------|---------------|
| ISIN | US0231351067 |
| Ticker | AMZN |
| Country | United States |
| Blocking | No |
| Meeting Date | 22-May-24 |
| Deadline Date | 21-May-24 |
| Record Date | 28-Mar-24 |
| Vote Date | 05-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|------------------------------------------------------------------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Jeffrey P. Bezos | Management | For | Against | Against |
| 1b. | Elect Andrew R. Jassy | Management | For | For | For |
| 1c. | Elect Keith B. Alexander | Management | For | For | For |
| 1d. | Elect Edith W. Cooper | Management | For | For | For |
| 1e. | Elect Jamie S. Gorelick | Management | For | For | For |
| 1f. | Elect Daniel P. Huttenlocher | Management | For | For | For |
| 1g. | Elect Andrew Y. Ng | Management | For | For | For |
| 1h. | Elect Indra K. Nooyi | Management | For | For | For |
| 1i. | Elect Jonathan J. Rubinstein | Management | For | Against | Against |
| 1j. | Elect Brad D. Smith | Management | For | For | For |
| 1k. | Elect Patricia Q. Stonesifer | Management | For | For | For |
| 1l. | Elect Wendell P. Weeks | Management | For | For | For |
| 2. | Ratification of Auditor | Management | For | Against | Against |
| 3. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Formation of Public Policy Committee | Shareholder | Against | For | Against |
| 5. | Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report | Shareholder | Against | Against | For |
| 6. | Shareholder Proposal Regarding Report on Customer Due Diligence | Shareholder | Against | For | Against |
| 7. | Shareholder Proposal Regarding Lobbying Report | Shareholder | Against | For | Against |
| 8. | Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AMAZON.COM INC.

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|------------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 9. | Shareholder Proposal Regarding Report on Board Oversight of Discrimination | Shareholder | Against | Against | For |
| 10. | Shareholder Proposal Regarding Just Transition Reporting | Shareholder | Against | For | Against |
| 11. | Shareholder Proposal Regarding Report on Plastic Packaging | Shareholder | Against | For | Against |
| 12. | Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association | Shareholder | Against | For | Against |
| 13. | Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions | Shareholder | Against | For | Against |
| 14. | Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology | Shareholder | Against | For | Against |
| 15. | Shareholder Proposal Regarding Disclosure of Director Donations | Shareholder | Against | Against | For |
| 16. | Shareholder Proposal Regarding Formation of Artificial Intelligence Committee | Shareholder | Against | For | Against |
| 17. | Shareholder Proposal Regarding Report on Working Conditions | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SERVICENOW INC

| | |
|----------------------|---------------|
| ISIN | US81762P1021 |
| Ticker | NOW |
| Country | United States |
| Blocking | No |
| Meeting Date | 23-May-24 |
| Deadline Date | 22-May-24 |
| Record Date | 26-Mar-24 |
| Vote Date | 05-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-----------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Deborah Black | Management | For | For | For |
| 1b. | Elect Susan L. Bostrom | Management | For | For | For |
| 1c. | Elect Teresa Briggs | Management | For | Against | Against |
| 1d. | Elect Jonathan C. Chadwick | Management | For | For | For |
| 1e. | Elect Paul E. Chamberlain | Management | For | For | For |
| 1f. | Elect Lawrence J. Jackson, Jr. | Management | For | For | For |
| 1g. | Elect Frederic B. Luddy | Management | For | For | For |
| 1h. | Elect William R. McDermott | Management | For | For | For |
| 1i. | Elect Jeffrey A. Miller | Management | For | For | For |
| 1j. | Elect Joseph Quinlan | Management | For | For | For |
| 1k. | Elect Anita M. Sands | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | For | For |
| 4. | Shareholder Proposal Regarding Simple Majority Vote | Shareholder | - | For | N/A |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SS&C TECHNOLOGIES HOLDINGS INC

| | |
|----------------------|---------------|
| ISIN | US78467J1007 |
| Ticker | SSNC |
| Country | United States |
| Blocking | No |
| Meeting Date | 29-May-24 |
| Deadline Date | 28-May-24 |
| Record Date | 02-Apr-24 |
| Vote Date | 20-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|--------------------------------------------|------------|----------|---------|-------------------------|
| 1a. | Elect Jonathan E. Michael | Management | For | Against | Against |
| 1b. | Elect Debra Walton-Ruskin | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Amendment to the 2023 Stock Incentive Plan | Management | For | Against | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

EXXON MOBIL CORP.

| | |
|----------------------|---------------|
| ISIN | US30231G1022 |
| Ticker | XOM |
| Country | United States |
| Blocking | No |
| Meeting Date | 29-May-24 |
| Deadline Date | 28-May-24 |
| Record Date | 03-Apr-24 |
| Vote Date | 20-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|---------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 1a. | Elect Michael J. Angelakis | Management | For | For | For |
| 1b. | Elect Angela F. Braly | Management | For | For | For |
| 1c. | Elect Gregory J. Goff | Management | For | Against | Against |
| 1d. | Elect John D. Harris II | Management | For | For | For |
| 1e. | Elect Kaisa Hietala | Management | For | For | For |
| 1f. | Elect Joseph L. Hooley | Management | For | Against | Against |
| 1g. | Elect Steven A. Kandarian | Management | For | For | For |
| 1h. | Elect Alexander A. Karsner | Management | For | For | For |
| 1i. | Elect Lawrence W. Kellner | Management | For | For | For |
| 1j. | Elect Dina Powell McCormick | Management | For | For | For |
| 1k. | Elect Jeffrey W. Ubben | Management | For | For | For |
| 1l. | Elect Darren W. Woods | Management | For | For | For |
| 2. | Ratification of Auditor | Management | For | Against | Against |
| 3. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 4. | Shareholder Proposal Regarding Revisiting Pay Incentives for GHG Emissions Reductions | Shareholder | Against | Against | For |
| 5. | Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report | Shareholder | Against | For | Against |
| 6. | Shareholder Proposal Regarding Virgin Plastic Demand | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Just Transition Reporting | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

BOOKING HOLDINGS INC

| | |
|----------------------|---------------|
| ISIN | US09857L1089 |
| Ticker | BKNG |
| Country | United States |
| Blocking | No |
| Meeting Date | 04-Jun-24 |
| Deadline Date | 03-Jun-24 |
| Record Date | 09-Apr-24 |
| Vote Date | 24-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------------------------------------------|-------------|----------|----------|-------------------------|
| 1.1 | Elect Glenn D. Fogel | Management | For | For | For |
| 1.2 | Elect Mirian M. Graddick-Weir | Management | For | For | For |
| 1.3 | Elect Kelly J. Grier | Management | For | For | For |
| 1.4 | Elect Wei Hopeman | Management | For | For | For |
| 1.5 | Elect Robert J. Mylod Jr. | Management | For | Withhold | Against |
| 1.6 | Elect Charles H. Noski | Management | For | Withhold | Against |
| 1.7 | Elect Joseph Quinlan | Management | For | For | For |
| 1.8 | Elect Nicholas J. Read | Management | For | For | For |
| 1.9 | Elect Thomas E. Rothman | Management | For | For | For |
| 1.10 | Elect Sumit Singh | Management | For | For | For |
| 1.11 | Elect Lynn M. Vojvodich Radakovich | Management | For | For | For |
| 1.12 | Elect Vanessa A. Wittman | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Amendment to Clawback Policy | Shareholder | Against | For | Against |
| 5. | Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AIRBNB INC

| | |
|----------------------|---------------|
| ISIN | US0090661010 |
| Ticker | ABNB |
| Country | United States |
| Blocking | No |
| Meeting Date | 05-Jun-24 |
| Deadline Date | 04-Jun-24 |
| Record Date | 08-Apr-24 |
| Vote Date | 27-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|--------------------------------------------------------------------------------|-------------|----------|----------|-------------------------|
| 1.1 | Elect Brian Chesky | Management | For | Withhold | Against |
| 1.2 | Elect Angela Ahrendts | Management | For | Withhold | Against |
| 1.3 | Elect Kenneth I. Chenault | Management | For | Withhold | Against |
| 2. | Ratification of Auditor | Management | For | For | For |
| 3. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 4. | Amendment to Certificate of Incorporation Regarding Officer Exculpation | Management | For | Against | Against |
| 5. | Shareholder Proposal Regarding Political Contributions and Expenditures Report | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MERCADOLIBRE INC

ISIN US58733R1023

Ticker MELI

Country United States

Blocking No

Meeting Date 05-Jun-24

Deadline Date 04-Jun-24

Record Date 09-Apr-24

Vote Date 27-May-24

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-----------------------------------------|------------|----------|------|-------------------------|
| 1.1 | Elect Nicolás Galperin | Management | For | For | For |
| 1.2 | Elect Henrique Dubugras | Management | For | For | For |
| 1.3 | Elect Richard Sanders | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

WALMART INC

| | |
|----------------------|---------------|
| ISIN | US9311421039 |
| Ticker | WMT |
| Country | United States |
| Blocking | No |
| Meeting Date | 05-Jun-24 |
| Deadline Date | 04-Jun-24 |
| Record Date | 12-Apr-24 |
| Vote Date | 27-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|------------------------------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 1a. | Elect Cesar Conde | Management | For | For | For |
| 1b. | Elect Timothy P. Flynn | Management | For | For | For |
| 1c. | Elect Sarah J. Friar | Management | For | For | For |
| 1d. | Elect Carla A. Harris | Management | For | For | For |
| 1e. | Elect Thomas W. Horton | Management | For | Against | Against |
| 1f. | Elect Marissa A. Mayer | Management | For | For | For |
| 1g. | Elect C. Douglas McMillon | Management | For | For | For |
| 1h. | Elect Brian Niccol | Management | For | For | For |
| 1i. | Elect Gregory B. Penner | Management | For | Against | Against |
| 1j. | Elect Randall L. Stephenson | Management | For | Against | Against |
| 1k. | Elect Steuart L. Walton | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Gestation Crates | Shareholder | Against | For | Against |
| 5. | Shareholder Proposal Regarding Racial Equity Audit | Shareholder | Against | For | Against |
| 6. | Shareholder Proposal Regarding Report on Human Rights Impact Assessment | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Living Wage Policy | Shareholder | Against | Against | For |
| 8. | Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination | Shareholder | Against | Against | For |
| 9. | Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence | Shareholder | Against | For | Against |
| 10. | Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

LULULEMON ATHLETICA INC.

| | |
|----------------------|---------------|
| ISIN | US5500211090 |
| Ticker | LULU |
| Country | United States |
| Blocking | No |
| Meeting Date | 06-Jun-24 |
| Deadline Date | 05-Jun-24 |
| Record Date | 08-Apr-24 |
| Vote Date | 27-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-------------------------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Calvin R. McDonald | Management | For | For | For |
| 1b. | Elect Isabel Ge Mahe | Management | For | For | For |
| 1c. | Elect Martha A. Morfitt | Management | For | Against | Against |
| 1d. | Elect Emily White | Management | For | For | For |
| 1e. | Elect Shane Grant | Management | For | For | For |
| 1f. | Elect Teri L. List | Management | For | For | For |
| 2. | Ratification of Auditor | Management | For | For | For |
| 3. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Report on Animal-Derived Materials | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ALPHABET INC

| | |
|----------------------|---------------|
| ISIN | US02079K3059 |
| Ticker | GOOGL |
| Country | United States |
| Blocking | No |
| Meeting Date | 07-Jun-24 |
| Deadline Date | 06-Jun-24 |
| Record Date | 09-Apr-24 |
| Vote Date | 27-May-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|--------------------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 1a. | Elect Larry Page | Management | For | For | For |
| 1b. | Elect Sergey Brin | Management | For | For | For |
| 1c. | Elect Sundar Pichai | Management | For | For | For |
| 1d. | Elect John L. Hennessy | Management | For | Against | Against |
| 1e. | Elect Frances H. Arnold | Management | For | Against | Against |
| 1f. | Elect R. Martin Chavez | Management | For | For | For |
| 1g. | Elect L. John Doerr | Management | For | Against | Against |
| 1h. | Elect Roger W. Ferguson, Jr. | Management | For | For | For |
| 1i. | Elect K. Ram Shriram | Management | For | Against | Against |
| 1j. | Elect Robin L. Washington | Management | For | Against | Against |
| 2. | Ratification of Auditor | Management | For | Against | Against |
| 3. | Shareholder Proposal Regarding Shareholder Vote on Director Compensation | Shareholder | Against | Against | For |
| 4. | Shareholder Proposal Regarding EEO Policy Risk Report | Shareholder | Against | Against | For |
| 5. | Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Technologies | Shareholder | Against | Against | For |
| 6. | Shareholder Proposal Regarding Disclosure of Director Donations | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options | Shareholder | Against | Against | For |
| 8. | Shareholder Proposal Regarding Lobbying Report | Shareholder | Against | For | Against |
| 9. | Shareholder Proposal Regarding Recapitalization | Shareholder | Against | For | Against |
| 10. | Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproductive Health Care | Shareholder | Against | For | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ALPHABET INC

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 11. | Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight of AI | Shareholder | Against | For | Against |
| 12. | Shareholder Proposal Regarding Report on AI Misinformation and Disinformation | Shareholder | Against | For | Against |
| 13. | Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising | Shareholder | Against | For | Against |
| 14. | Shareholder Proposal Regarding Targets and Report on Child Safety Impacts | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MASTERCARD INCORPORATED

| | |
|----------------------|---------------|
| ISIN | US57636Q1040 |
| Ticker | MA |
| Country | United States |
| Blocking | No |
| Meeting Date | 18-Jun-24 |
| Deadline Date | 17-Jun-24 |
| Record Date | 19-Apr-24 |
| Vote Date | 14-Jun-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Merit E. Janow | Management | For | Against | Against |
| 1b. | Elect Candido Botelho Bracher | Management | For | For | For |
| 1c. | Elect Richard K. Davis | Management | For | For | For |
| 1d. | Elect Julius Genachowski | Management | For | For | For |
| 1e. | Elect Goh Choon Phong | Management | For | For | For |
| 1f. | Elect Oki Matsumoto | Management | For | For | For |
| 1g. | Elect Michael Miebach | Management | For | For | For |
| 1h. | Elect Youngme E. Moon | Management | For | For | For |
| 1i. | Elect Rima Qureshi | Management | For | For | For |
| 1j. | Elect Gabrielle Sulzberger | Management | For | For | For |
| 1k. | Elect Harit Talwar | Management | For | For | For |
| 1l. | Elect Lance Uggla | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Lobbying Report | Shareholder | Against | Against | For |
| 5. | Shareholder Proposal Regarding Mandatory Director Resignation Policy | Shareholder | Against | For | Against |
| 6. | Shareholder Proposal Regarding Congruency Report on Human Rights Policies | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruency Report | Shareholder | Against | Against | For |
| 8. | Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

BLOCK INC

| | |
|----------------------|---------------|
| ISIN | US8522341036 |
| Ticker | SQ |
| Country | United States |
| Blocking | No |
| Meeting Date | 18-Jun-24 |
| Deadline Date | 17-Jun-24 |
| Record Date | 22-Apr-24 |
| Vote Date | 14-Jun-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-----------------------------------------|------------|----------|----------|-------------------------|
| 1.1 | Elect Randy Garutti | Management | For | Withhold | Against |
| 1.2 | Elect Mary Meeker | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 3. | Ratification of Auditor | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

SALESFORCE INC

| | |
|----------------------|---------------|
| ISIN | US79466L3024 |
| Ticker | CRM |
| Country | United States |
| Blocking | No |
| Meeting Date | 27-Jun-24 |
| Deadline Date | 26-Jun-24 |
| Record Date | 01-May-24 |
| Vote Date | 24-Jun-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|----------------------------------------------------------------------------|-------------|----------|---------|------------------|
| 1a. | Elect Marc R. Benioff | Management | For | For | For |
| 1b. | Elect Laura Alber | Management | For | For | For |
| 1c. | Elect Craig A. Conway | Management | For | For | For |
| 1d. | Elect Arnold W. Donald | Management | For | For | For |
| 1e. | Elect Parker Harris | Management | For | For | For |
| 1f. | Elect Neelie Kroes | Management | For | For | For |
| 1g. | Elect Sachin Mehra | Management | For | For | For |
| 1h. | Elect G. Mason Morfit | Management | For | For | For |
| 1i. | Elect Oscar Munoz | Management | For | For | For |
| 1j. | Elect John V. Roos | Management | For | For | For |
| 1k. | Elect Robin L. Washington | Management | For | For | For |
| 1l. | Elect Maynard G. Webb, Jr. | Management | For | For | For |
| 1m. | Elect Susan D. Wojcicki | Management | For | For | For |
| 2. | Amendment to Certificate of Incorporation Regarding Officer Exculpation | Management | For | Against | Against |
| 3. | Amendment to the 2013 Equity Incentive Plan | Management | For | For | For |
| 4. | Ratification of Auditor | Management | For | Against | Against |
| 5. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 6. | Shareholder Proposal Regarding Independent Chair | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Severance Approval Policy | Shareholder | Against | Against | For |
| 8. | Shareholder Proposal Regarding Report on Board Oversight of Discrimination | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

ICON PLC

| | |
|----------------------|--------------|
| ISIN | IE0005711209 |
| Ticker | ICLR |
| Country | Ireland |
| Blocking | No |
| Meeting Date | 23-Jul-24 |
| Deadline Date | 19-Jul-24 |
| Record Date | 03-Jun-24 |
| Vote Date | 16-Jul-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|--------------------------------------------------------------------------------|------------|----------|---------|------------------|
| 1.1 | Elect Ciaran Murray | Management | For | For | For |
| 1.2 | Elect Steve Cutler | Management | For | For | For |
| 1.3 | Elect Rónán Murphy | Management | For | For | For |
| 1.4 | Elect John Climax | Management | For | For | For |
| 1.5 | Elect Julie O'Neill | Management | For | For | For |
| 1.6 | Elect Eugene McCague | Management | For | Against | Against |
| 1.7 | Elect Linda S. Grais | Management | For | For | For |
| 2. | Accounts and Reports | Management | For | For | For |
| 3. | Authority to Set Auditor's Fees | Management | For | For | For |
| 4. | Authority to Issue Shares w/ Preemptive Rights | Management | For | For | For |
| 5. | Authority to Issue Shares w/o Preemptive Rights | Management | For | For | For |
| 6. | Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) | Management | For | For | For |
| 7. | Authority to Repurchase Shares | Management | For | For | For |
| 8. | Authorize Price Range for the Reissuance of Treasury Shares | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

LINDE PLC

| | |
|----------------------|--------------|
| ISIN | IE000S9YS762 |
| Ticker | LIN |
| Country | Ireland |
| Blocking | No |
| Meeting Date | 30-Jul-24 |
| Deadline Date | 15-Jul-24 |
| Record Date | 26-Apr-24 |
| Vote Date | 12-Jul-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|------------------------------------------------------------------|------------|----------|---------|------------------|
| 1a | Elect Stephen F. Angel | Management | For | For | For |
| 1b | Elect Sanjiv Lamba | Management | For | For | For |
| 1c | Elect Ann-Kristin Achleitner | Management | For | For | For |
| 1d | Elect Thomas Enders | Management | For | For | For |
| 1e | Elect Hugh Grant | Management | For | For | For |
| 1f | Elect Joe Kaeser | Management | For | Against | Against |
| 1g | Elect Victoria E. Ossadnik | Management | For | Against | Against |
| 1h | Elect Paula Rosput Reynolds | Management | For | For | For |
| 1i | Elect Alberto Weisser | Management | For | For | For |
| 1j | Elect Robert L. Wood | Management | For | For | For |
| 2a | Ratification of Auditor | Management | For | Against | Against |
| 2b | Authority to Set Auditor's Fees | Management | For | For | For |
| 3 | Advisory Vote on Executive Compensation | Management | For | For | For |
| 4 | Determination of Price Range for Re-allotment of Treasury Shares | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

NIKE, INC.

| | |
|----------------------|---------------|
| ISIN | US6541061031 |
| Ticker | NKE |
| Country | United States |
| Blocking | No |
| Meeting Date | 10-Sep-24 |
| Deadline Date | 09-Sep-24 |
| Record Date | 10-Jul-24 |
| Vote Date | 06-Sep-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/Against Mgmt |
|-----------------|------------------------------------------------------------------------------|-------------|----------|----------|------------------|
| 1a. | Elect Cathleen A. Benko | Management | For | For | For |
| 1b. | Elect John W. Rogers, Jr. | Management | For | Withhold | Against |
| 1c. | Elect Robert Holmes Swan | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report | Shareholder | Against | For | Against |
| 5. | Shareholder Proposal Regarding Report on Supply Chain Management | Shareholder | Against | For | Against |
| 6. | Shareholder Proposal Regarding Worker-Driven Social Responsibility | Shareholder | Against | For | Against |
| 7. | Shareholder Proposal Regarding Report on Sustainability Targets and Strategy | Shareholder | Against | For | Against |
| 8. | Shareholder Proposal Regarding Partnership Congruency With Fiduciary Duties | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

CBIZ INC

| | |
|----------------------|---------------|
| ISIN | US1248051021 |
| Ticker | CBZ |
| Country | United States |
| Blocking | No |
| Meeting Date | 23-Oct-24 |
| Deadline Date | 22-Oct-24 |
| Record Date | 09-Sep-24 |
| Vote Date | 19-Oct-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|--------------------------|------------|----------|------|-------------------------|
| 1. | Marcum Transaction | Management | For | For | For |
| 2. | Right to Adjourn Meeting | Management | For | For | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

AUTOMATIC DATA PROCESSING INC.

| | |
|----------------------|---------------|
| ISIN | US0530151036 |
| Ticker | ADP |
| Country | United States |
| Blocking | No |
| Meeting Date | 06-Nov-24 |
| Deadline Date | 05-Nov-24 |
| Record Date | 09-Sep-24 |
| Vote Date | 02-Nov-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-----------------------------------------|------------|----------|---------|-------------------------|
| 1a. | Elect Peter E. Bisson | Management | For | For | For |
| 1b. | Elect Maria Black | Management | For | For | For |
| 1c. | Elect David V. Goeckeler | Management | For | For | For |
| 1d. | Elect Linnie M. Haynesworth | Management | For | For | For |
| 1e. | Elect John P. Jones | Management | For | For | For |
| 1f. | Elect Francine S. Katsoudas | Management | For | For | For |
| 1g. | Elect Nazzic S. Keene | Management | For | For | For |
| 1h. | Elect Thomas J. Lynch | Management | For | Against | Against |
| 1i. | Elect Scott F. Powers | Management | For | For | For |
| 1j. | Elect William J. Ready | Management | For | Against | Against |
| 1k. | Elect Carlos A. Rodriguez | Management | For | For | For |
| 1l. | Elect Sandra S. Wijnberg | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | Against | Against |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MICROSOFT CORPORATION

| | |
|----------------------|---------------|
| ISIN | US5949181045 |
| Ticker | MSFT |
| Country | United States |
| Blocking | No |
| Meeting Date | 10-Dec-24 |
| Deadline Date | 09-Dec-24 |
| Record Date | 30-Sep-24 |
| Vote Date | 06-Dec-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 1a. | Elect Reid G. Hoffman | Management | For | For | For |
| 1b. | Elect Hugh F. Johnston | Management | For | Against | Against |
| 1c. | Elect Teri L. List | Management | For | For | For |
| 1d. | Elect Catherine MacGregor | Management | For | For | For |
| 1e. | Elect Mark Mason | Management | For | For | For |
| 1f. | Elect Satya Nadella | Management | For | For | For |
| 1g. | Elect Sandra E. Peterson | Management | For | For | For |
| 1h. | Elect Penny S. Pritzker | Management | For | For | For |
| 1i. | Elect Carlos A. Rodriguez | Management | For | For | For |
| 1j. | Elect Charles W. Scharf | Management | For | For | For |
| 1k. | Elect John W. Stanton | Management | For | For | For |
| 1l. | Elect Emma N. Walmsley | Management | For | For | For |
| 2. | Advisory Vote on Executive Compensation | Management | For | For | For |
| 3. | Ratification of Auditor | Management | For | Against | Against |
| 4. | Shareholder Proposal Regarding Risks of Developing Military Weapons | Shareholder | Against | For | Against |
| 5. | Shareholder Proposal Regarding Assessment of Investments in Bitcoin | Shareholder | Against | Against | For |
| 6. | Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern | Shareholder | Against | Against | For |
| 7. | Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

MICROSOFT CORPORATION

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|-------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 8. | Shareholder Proposal Regarding Report on AI Misinformation and Disinformation | Shareholder | Against | For | Against |
| 9. | Shareholder Proposal Regarding Report on Risks of AI Data Sourcing | Shareholder | Against | Against | For |

Proxy Voting Summary

Report Date Range: 01-Jan-24 to 31-Dec-24

PALO ALTO NETWORKS INC

| | |
|----------------------|---------------|
| ISIN | US6974351057 |
| Ticker | PANW |
| Country | United States |
| Blocking | No |
| Meeting Date | 10-Dec-24 |
| Deadline Date | 09-Dec-24 |
| Record Date | 18-Oct-24 |
| Vote Date | 06-Dec-24 |

| Proposal Number | Proposal | Proponent | Mgmt Rec | Vote | For/ Against Mgmt |
|-----------------|----------------------------------------------------------------------------------------|-------------|----------|---------|-------------------------|
| 1a. | Elect John Key | Management | For | Against | Against |
| 1b. | Elect Mary Pat McCarthy | Management | For | Against | Against |
| 1c. | Elect Nir Zuk | Management | For | For | For |
| 2. | Ratification of Auditor | Management | For | For | For |
| 3. | Frequency of Advisory Vote on Executive Compensation | Management | 1 Year | 1 Year | For |
| 4. | Advisory Vote on Executive Compensation | Management | For | Against | Against |
| 5. | Amendment to the 2021 Equity Incentive Plan | Management | For | For | For |
| 6. | Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options | Shareholder | Against | Against | For |