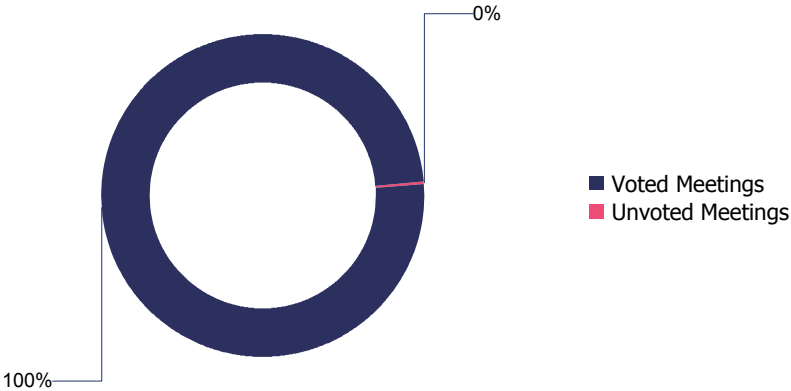


Meeting Overview

Category	Number
Votable Meetings	388
Meetings Voted	387
Proxy Contests Voted	1
Meetings with Against Management Votes	305
Meetings with Against ISS Votes	269

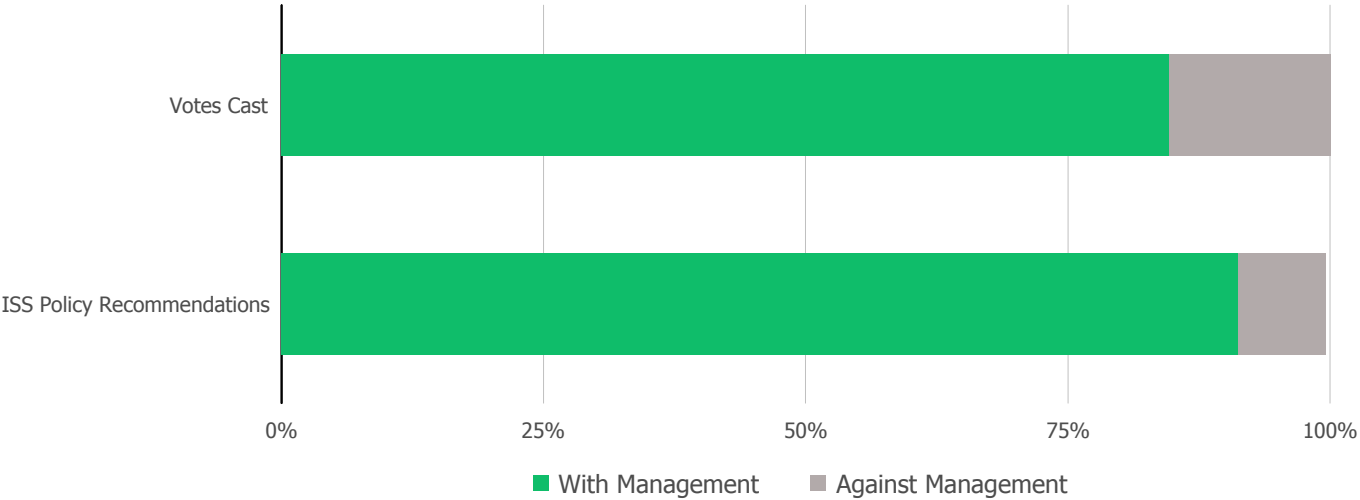
Comparison of Meetings Voted



With 388 meetings available to vote during the period, 387 were voted, equating to approximately 100% of the votable meetings with close to 0% unvoted.

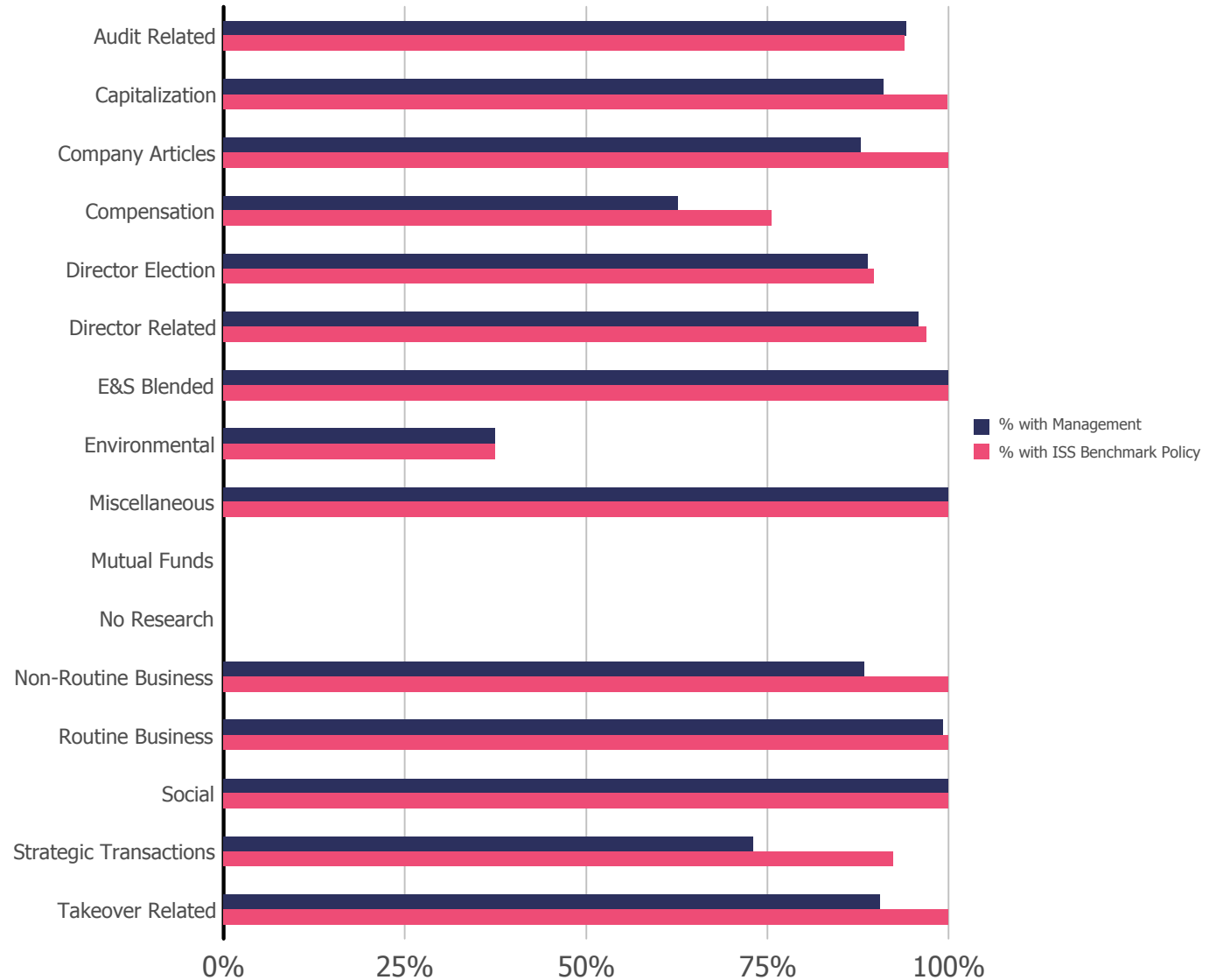
Alignment with Management

- Comparing vote cast alignment with management recommendations highlights similarities and differences between your governance philosophies and the investee's approach to key corporate governance issues.
- The votes cast on ballots during the reporting period are aligned with management recommendations in 85% of cases, while the ISS Benchmark Policy recommendations are at 91% alignment with management recommendations.



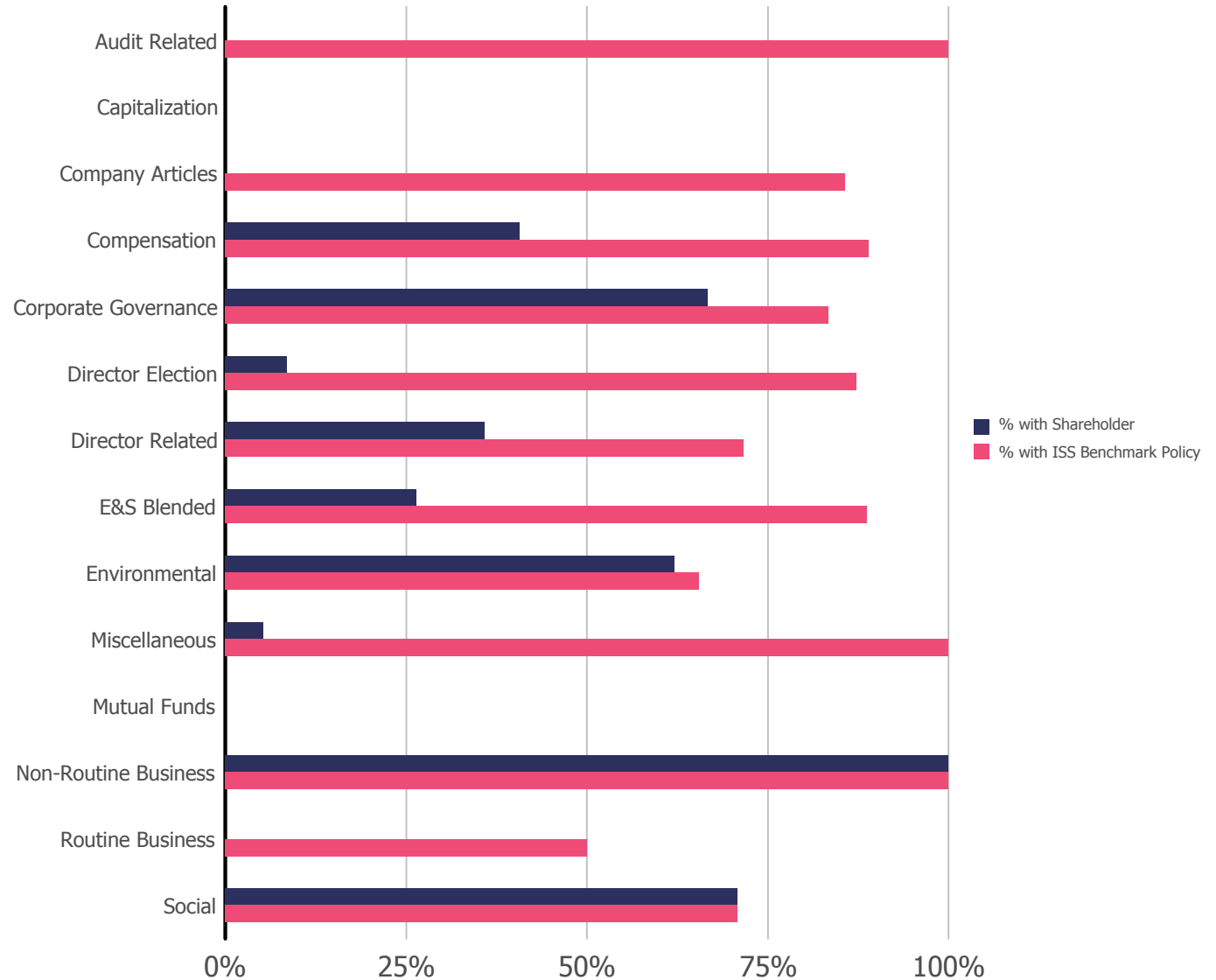
### Votes Cast on Management Proposal Categories

- › Comparing the votes cast in support of Management proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- › Votes cast during the reporting period were least in line with management on Environmental matters, where only 38% of votes followed management recommendations.
- › Across categories, votes cast on management proposals show the closest alignment to the ISS Benchmark Policy guidelines.



### Votes Cast on Shareholder Proposal Categories

- › Comparing the votes cast in support of Shareholder proposals, ISS Benchmark Policy recommendations across the major proposal categories provides insight into the positioning of votes on proposals submitted by Shareholders against the aforementioned benchmarks.
- › Votes cast during the reporting period show the highest level of support for shareholder proposals related to Non-Routine Business, at 100% and the lowest level of support for shareholder proposals related to Audit Related, Company Articles, Routine Business, with 0% of proposals supported.
- › Across categories, votes cast on shareholder proposals show the closest alignment to the ISS Benchmark Policy guidelines.



Sector	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 <sup>1</sup>	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Communication Services	96%	24%	18%	11%
Consumer Discretionary	100%	35%	21%	10%
Consumer Staples	100%	22%	15%	12%
Energy	100%	25%	14%	14%
Financials	100%	20%	14%	8%
Health Care	100%	17%	19%	11%
Industrials	100%	16%	12%	8%
Information Technology	100%	25%	16%	11%
Materials	100%	5%	9%	8%
Real Estate	100%	15%	20%	16%
Utilities	100%	5%	11%	6%
<b>TOTALS</b>	100%	20%	15%	10%

Region	% Meetings Voted	% of Companies with ISS Governance QualityScore of 8, 9 or 10 <sup>1</sup>	% of Votes Cast Against Management	% of Votes Cast Against ISS Benchmark Policy
Africa	N/A	N/A	N/A	N/A
Americas	100%	31%	19%	15%
Antarctica	N/A	N/A	N/A	N/A
Asia	100%	20%	10%	6%
Europe	99%	11%	14%	6%
North America	N/A	N/A	N/A	N/A
Oceania	N/A	N/A	N/A	N/A
Unknown	N/A	N/A	N/A	N/A
<b>TOTALS</b>	100%	20%	15%	10%

<sup>1</sup>Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

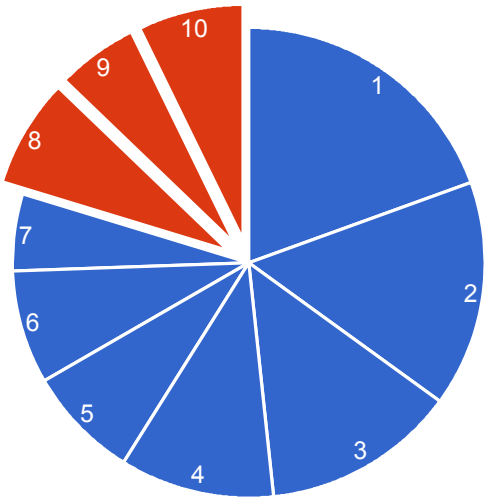
Reporting Period: 01-Jan-2024 to 31-Dec-2024

Largest Portfolio Positions with High Governance Risk

The table below highlights the top 15 largest positions for those companies deemed high-risk, as indicated by an ISS Governance QualityScore between 8 and 10. Companies are only shown if they held a meeting during the reporting period.

Company	Ticker	Estimated Position Value (USD) <sup>1</sup>	ISS Governance QualityScore	Board Structure	Compensation/ Remuneration	Shareholder Rights & Takeover Defenses	Audit & Risk Oversight
Berkshire Hathaway Inc.	BRK.B	524.2 M	10	10	10	10	10
Amazon.com, Inc.	AMZN	516.0 M	9	10	10	3	1
AstraZeneca PLC	AZN	437.2 M	8	3	9	1	3
Meta Platforms, Inc.	META	366.2 M	10	10	10	10	10
Eli Lilly and Company	LLY	294.3 M	8	6	5	9	8
Tesla, Inc.	TSLA	215.7 M	10	10	10	9	4
BYD Company Limited	1211	209.7 M	8	6	5	10	8
Netflix, Inc.	NFLX	198.8 M	9	9	9	6	10
LVMH Moët Hennessy Louis Vuitton SE	MC	174.9 M	8	7	9	7	4
The Goldman Sachs Group, Inc.	GS	138.5 M	9	5	10	6	6
Bank of America Corporation	BAC	127.7 M	8	6	10	1	6
Unilever Plc	ULVR	122.8 M	9	7	9	1	5
Morgan Stanley	MS	109.9 M	9	5	10	7	5
Salesforce, Inc.	CRM	98.8 M	10	10	10	2	2
Toyota Motor Corp.	7203	97.7 M	9	10	1	4	1

Portfolio Risk by ISS Governance QualityScore



20%<sup>2</sup> of the companies within your portfolio that held meetings during the reporting period are high risk, falling within the ISS Governance QualityScore range of 10 through 8.

ISS Governance QualityScore is a data driven scoring and screening solution designed to identify governance risk within companies. ISS Governance QualityScore is derived from publicly disclosed data on the company's governance practices. Scores indicate decile rank relevant to index or region. For more information on ISS Governance QualityScore, visit <https://www.issgovernance.com/solutions/iss-analytics/qualityscore/>.

<sup>1</sup>Estimated values are based on shares held on record date for the company's most recently held meeting during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

<sup>2</sup>Percentages based on the universe of holdings within the ISS Governance QualityScore coverage universe.

Contested Meetings Overview

Company	Ticker	ISS Governance QualityScore	Meeting Date	Position Value (USD)*	ISS Recommended Slate	Slate Voted	Key Takeaways
The Walt Disney Company	DIS	2	03-Apr-2024	70.1 M	Dissident	Management	<p>Triam Fund Management, L.P. ("Triam"), which represents approximately 1.8 percent of DIS' shares, is running a repeat proxy contest after withdrawing its nomination in February 2023 for last year's AGM. Triam is nominating two candidates to the DIS board, including its founder Nelson Peltz. Blackwells Capital LLC ("Blackwells"), a shareholder with an approximate 0.01 percent stake, initiated a proxy contest after Triam's nomination; it is nominating three candidates to the DIS board.Shareholders are recommended to vote FOR Nelson Peltz on Triam's proxy card, and WITHHOLD votes from Triam nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino.Support for the proposal requesting an analysis of the company's congruence between the recipients of its political contributions with the company's stated values is warranted to give shareholders more visibility into the company's oversight and management of risks related to its political partnerships.</p>

\*Values are based on shares held on record date for the company's meeting held during the reporting period. Please contact your ISS Client Service Team with any questions related to how this value is calculated.

## Contested Meetings &amp; Largest Portfolio Positions with High Governance Risk Meeting Details

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
The Walt Disney Company	DIS	1819315	03-Apr-2024	1A	Elect Management Nominee Director Mary T. Barra	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1B	Elect Management Nominee Director Safra A. Catz	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1C	Elect Management Nominee Director Amy L. Chang	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1D	Elect Management Nominee Director D. Jeremy Darroch	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1E	Elect Management Nominee Director Carolyn N. Everson	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1F	Elect Management Nominee Director Michael B.G. Froman	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1G	Elect Management Nominee Director James P. Gorman	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1H	Elect Management Nominee Director Robert A. Iger	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1I	Elect Management Nominee Director Maria Elena Lagomasino	For		For	concerns about remuneration committee performance
The Walt Disney Company	DIS	1819315	03-Apr-2024	1J	Elect Management Nominee Director Calvin R. McDonald	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1K	Elect Management Nominee Director Mark G. Parker	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1L	Elect Management Nominee Director Derica W. Rice	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1M	Elect Dissident Nominee Director Nelson Peltz	Withhold		Withhold	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold		Withhold	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
The Walt Disney Company	DIS	1819315	03-Apr-2024	1O	Elect Dissident Nominee Director Craig Hatkoff	Withhold		Withhold	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1P	Elect Dissident Nominee Director Jessica Schell	Withhold		Withhold	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1Q	Elect Dissident Nominee Director Leah Solivan	Withhold		Withhold	
The Walt Disney Company	DIS	1819315	03-Apr-2024	2	Ratify PricewaterhouseCoopers LLP as Auditors	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	insufficient disclosure
The Walt Disney Company	DIS	1819315	03-Apr-2024	4	Amend Omnibus Stock Plan	For		For	
The Walt Disney Company	DIS	1819315	03-Apr-2024	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against		Against	
The Walt Disney Company	DIS	1819315	03-Apr-2024	6	Report on Congruency of Political Spending with Company Values and Priorities	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
The Walt Disney Company	DIS	1819315	03-Apr-2024	7	Report on Gender-Based Compensation and Benefits Inequities	Against		Against	
The Walt Disney Company	DIS	1819315	03-Apr-2024	8	Report on Charitable Contributions	Against		Against	
The Walt Disney Company	DIS	1819315	03-Apr-2024	9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	Against		Against	
The Walt Disney Company	DIS	1819315	03-Apr-2024	10	Advisory Vote on Board Size and Related Vacancies	Against		Against	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.1	Elect Dissident Nominee Director Nelson Peltz	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.1	Elect Management Nominee Director Michael B.G. Froman	Withhold		Do Not Vote	



Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.2	Elect Management Nominee Director Maria Elena Lagomasino	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.1	Elect Management Nominee Director Mary T. Barra	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.2	Elect Management Nominee Director Safra A. Catz	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.3	Elect Management Nominee Director Amy L. Chang	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.4	Elect Management Nominee Director D. Jeremy Darroch	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.5	Elect Management Nominee Director Carolyn N. Everson	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.6	Elect Management Nominee Director James P. Gorman	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.7	Elect Management Nominee Director Robert A. Iger	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.8	Elect Management Nominee Director Calvin R. McDonald	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.9	Elect Management Nominee Director Mark G. Parker	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.10	Elect Management Nominee Director Derica W. Rice	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.1	Elect Dissident Nominee Director Craig Hatkoff	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.2	Elect Dissident Nominee Director Jessica Schell	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1.3	Elect Dissident Nominee Director Leah Solivan	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	2	Ratify PricewaterhouseCoopers LLP as Auditors	For		Do Not Vote	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
The Walt Disney Company	DIS	1819315	03-Apr-2024	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	4	Amend Omnibus Stock Plan	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	6	Report on Congruency of Political Spending with Company Values and Priorities	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	7	Report on Gender-Based Compensation and Benefits Inequities	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	8	Report on Charitable Contributions	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	10	Advisory Vote on Board Size and Related Vacancies	Against		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1a	Elect Dissident Nominee Director Craig Hatkoff	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1b	Elect Dissident Nominee Director Jessica Schell	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1c	Elect Dissident Nominee Director Leah Solivan	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1d	Elect Management Nominee Director Mary T. Barra	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1e	Elect Management Nominee Director Safra A. Catz	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1f	Elect Management Nominee Director Amy L. Chang	Withhold		Do Not Vote	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
The Walt Disney Company	DIS	1819315	03-Apr-2024	1g	Elect Management Nominee Director D. Jeremy Darroch	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1h	Elect Management Nominee Director Carolyn N. Everson	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1i	Elect Management Nominee Director Michael B.G. Froman	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1j	Elect Management Nominee Director James P. Gorman	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1k	Elect Management Nominee Director Robert A. Iger	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1l	Elect Management Nominee Director Maria Elena Lagomasino	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1m	Elect Management Nominee Director Calvin R. McDonald	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1n	Elect Management Nominee Director Mark G. Parker	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1o	Elect Management Nominee Director Derica W. Rice	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1p	Elect Dissident Nominee Director Nelson Peltz	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	2	Ratify PricewaterhouseCoopers LLP as Auditors	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	4	Amend Omnibus Stock Plan	For		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	None		Do Not Vote	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
The Walt Disney Company	DIS	1819315	03-Apr-2024	6	Report on Congruency of Political Spending with Company Values and Priorities	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	7	Report on Gender-Based Compensation and Benefits Inequities	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	8	Report on Charitable Contributions	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	None		Do Not Vote	
The Walt Disney Company	DIS	1819315	03-Apr-2024	10	Advisory Vote on Board Size and Related Vacancies	For		Do Not Vote	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	1	Accept Financial Statements and Statutory Reports	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	2	Approve Dividends	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	3	Reappoint PricewaterhouseCoopers LLP as Auditors	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	4	Authorise Board to Fix Remuneration of Auditors	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5a	Re-elect Michel Demare as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5b	Re-elect Pascal Soriot as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5c	Re-elect Aradhana Sarin as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5d	Re-elect Philip Broadley as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5e	Re-elect Euan Ashley as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5f	Re-elect Deborah DiSanzo as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5g	Re-elect Diana Layfield as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5h	Elect Anna Manz as Director	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5i	Re-elect Sheri McCoy as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5j	Re-elect Tony Mok as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5k	Re-elect Nazneen Rahman as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5l	Re-elect Andreas Rummelt as Director	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	5m	Re-elect Marcus Wallenberg as Director	For		For	EOS manual override. See analyst note.
AstraZeneca PLC	AZN	1823178	11-Apr-2024	6	Approve Remuneration Report	For		Against	Pay is misaligned with EOS remuneration principles
AstraZeneca PLC	AZN	1823178	11-Apr-2024	7	Approve Remuneration Policy	For		Against	Pay is misaligned with EOS remuneration principles
AstraZeneca PLC	AZN	1823178	11-Apr-2024	8	Amend Performance Share Plan 2020	For		Against	Pay is misaligned with EOS remuneration principles
AstraZeneca PLC	AZN	1823178	11-Apr-2024	9	Authorise UK Political Donations and Expenditure	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	10	Authorise Issue of Equity	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	11	Authorise Issue of Equity without Pre-emptive Rights	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	13	Authorise Market Purchase of Ordinary Shares	For		For	
AstraZeneca PLC	AZN	1823178	11-Apr-2024	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	1	Accept Financial Statements and Statutory Reports	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	2	Approve Dividends	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
AstraZeneca PLC	AZN	1831106	11-Apr-2024	3	Reappoint PricewaterhouseCoopers LLP as Auditors	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	4	Authorise Board to Fix Remuneration of Auditors	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5a	Re-elect Michel Demare as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5b	Re-elect Pascal Soriot as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5c	Re-elect Aradhana Sarin as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5d	Re-elect Philip Broadley as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5e	Re-elect Euan Ashley as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5f	Re-elect Deborah DiSanzo as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5g	Re-elect Diana Layfield as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5h	Elect Anna Manz as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5i	Re-elect Sheri McCoy as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5j	Re-elect Tony Mok as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5k	Re-elect Nazneen Rahman as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5l	Re-elect Andreas Rummelt as Director	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	5m	Re-elect Marcus Wallenberg as Director	For		For	EOS manual override. See analyst note.
AstraZeneca PLC	AZN	1831106	11-Apr-2024	6	Approve Remuneration Report	For		Against	Pay is misaligned with EOS remuneration principles
AstraZeneca PLC	AZN	1831106	11-Apr-2024	7	Approve Remuneration Policy	For		Against	Pay is misaligned with EOS remuneration principles
AstraZeneca PLC	AZN	1831106	11-Apr-2024	8	Amend Performance Share Plan 2020	For		Against	Pay is misaligned with EOS remuneration principles

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
AstraZeneca PLC	AZN	1831106	11-Apr-2024	9	Authorise UK Political Donations and Expenditure	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	10	Authorise Issue of Equity	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	11	Authorise Issue of Equity without Pre-emptive Rights	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	13	Authorise Market Purchase of Ordinary Shares	For		For	
AstraZeneca PLC	AZN	1831106	11-Apr-2024	14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	1	Approve Financial Statements and Statutory Reports	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	2	Approve Consolidated Financial Statements and Statutory Reports	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	3	Approve Allocation of Income and Dividends of EUR 13 per Share	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	4	Approve Auditors' Special Report on Related-Party Transactions	For		Against	Insufficient justification for related party transaction
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	5	Reelect Antoine Arnault as Director	For		Against	Lack of independence on board
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	6	Elect Henri de Castries as Director	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	7	Elect Alexandre Arnault as Director	For		Against	Lack of independence on board
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	8	Elect Frederic Arnault as Director	For		Against	Lack of independence on board
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	10	Approve Compensation Report of Corporate Officers	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	11	Approve Compensation of Bernard Arnault, Chairman and CEO	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	12	Approve Compensation of Antonio Belloni, Vice-CEO	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	13	Approve Remuneration Policy of Directors	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	14	Approve Remuneration Policy of Chairman and CEO	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	15	Approve Remuneration Policy of Vice-CEO	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For		Against	Pay is misaligned with EOS remuneration principles
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For		For	
LVMH Moët Hennessy Louis Vuitton SE	MC	1818248	18-Apr-2024	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For		For	
BYD Company Limited	1211	1836475	19-Apr-2024	1.01	Approve Purpose of the Share Repurchase	For		For	
BYD Company Limited	1211	1836475	19-Apr-2024	1.02	Approve Fulfillment of Relevant Conditions for the Share Repurchase	For		For	



Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
BYD Company Limited	1211	1836475	19-Apr-2024	1.03	Approve Method and Purpose of the Share Repurchase	For		For	
BYD Company Limited	1211	1836475	19-Apr-2024	1.04	Approve Price or Price Range and Pricing Principles for the Share Repurchase	For		For	
BYD Company Limited	1211	1836475	19-Apr-2024	1.05	Approve Amount and Source of Capital for the Repurchase	For		For	
BYD Company Limited	1211	1836475	19-Apr-2024	1.06	Approve Class, Quantity and Percentage to the Total Share Capital for the Proposed Share Repurchase	For		For	
BYD Company Limited	1211	1836475	19-Apr-2024	1.07	Approve Period of the Share Repurchase	For		For	
BYD Company Limited	1211	1836475	19-Apr-2024	1.08	Approve Validity Period of the Resolution Regarding the Share Repurchase	For		For	
BYD Company Limited	1211	1836475	19-Apr-2024	2	Approve Grant of Mandate to the Board and Its Authorized Persons to Deal with Matters in Relation to the Repurchase of A Shares in Full Discretion	For		For	
BYD Company Limited	1211	1836509	19-Apr-2024	1.01	Approve Purpose of the Share Repurchase	For		For	
BYD Company Limited	1211	1836509	19-Apr-2024	1.02	Approve Fulfillment of Relevant Conditions for the Share Repurchase	For		For	
BYD Company Limited	1211	1836509	19-Apr-2024	1.03	Approve Method and Purpose of the Share Repurchase	For		For	
BYD Company Limited	1211	1836509	19-Apr-2024	1.04	Approve Price or Price Range and Pricing Principles for the Share Repurchase	For		For	
BYD Company Limited	1211	1836509	19-Apr-2024	1.05	Approve Amount and Source of Capital for the Repurchase	For		For	

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BYD Company Limited	1211	1836509	19-Apr-2024	1.06	Approve Class, Quantity and Percentage to the Total Share Capital for the Proposed Share Repurchase	For		For	
BYD Company Limited	1211	1836509	19-Apr-2024	1.07	Approve Period of the Share Repurchase	For		For	
BYD Company Limited	1211	1836509	19-Apr-2024	1.08	Approve Validity Period of the Resolution Regarding the Share Repurchase	For		For	
BYD Company Limited	1211	1836509	19-Apr-2024	2	Approve Grant of Mandate to the Board and Its Authorized Persons to Deal with Matters in Relation to the Repurchase of A Shares in Full Discretion	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1a	Elect Director Michele Burns	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1b	Elect Director Mark Flaherty	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1c	Elect Director Kimberley Harris	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1d	Elect Director Kevin Johnson	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1e	Elect Director Ellen Kullman	For		For	EOS manual override. See analyst note.
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1f	Elect Director Lakshmi Mittal	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1g	Elect Director Thomas Montag	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1h	Elect Director Peter Oppenheimer	For		For	EOS manual override. See analyst note.
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1i	Elect Director David Solomon	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1j	Elect Director Jan Tighe	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	1k	Elect Director David Viniar	For		For	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For	Pay structure does not trigger any of EOS critical concerns

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	3	Ratify PricewaterhouseCoopers LLP as Auditors	For		Against	EOS manual override. See analyst note.
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	4	Require Independent Board Chair	Against		For	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	5	Report on Lobbying Payments and Policy	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	6	Report on Efforts to Prevent Discrimination	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	7	Issue Environmental Justice Report	Against		For	EOS manual override. See analyst note.
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	8	Report on Clean Energy Supply Financing Ratio	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	Against		Against	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	10	Restrict spending on climate change-related analysis or actions	Against		Against	
The Goldman Sachs Group, Inc.	GS	1835533	24-Apr-2024	11	Report on Pay Equity	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Bank of America Corporation	BAC	1832357	24-Apr-2024	1a	Elect Director Sharon L. Allen	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1b	Elect Director Jose (Joe) E. Almeida	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1c	Elect Director Pierre J.P. de Weck	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1d	Elect Director Arnold W. Donald	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Bank of America Corporation	BAC	1832357	24-Apr-2024	1e	Elect Director Linda P. Hudson	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1f	Elect Director Monica C. Lozano	For		For	EOS manual override. See analyst note.
Bank of America Corporation	BAC	1832357	24-Apr-2024	1g	Elect Director Brian T. Moynihan	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1h	Elect Director Lionel L. Nowell, III	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1i	Elect Director Denise L. Ramos	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1j	Elect Director Clayton S. Rose	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1k	Elect Director Michael D. White	For		For	EOS manual override. See analyst note.
Bank of America Corporation	BAC	1832357	24-Apr-2024	1l	Elect Director Thomas D. Woods	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	1m	Elect Director Maria T. Zuber	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For	Pay structure does not trigger any of EOS critical concerns
Bank of America Corporation	BAC	1832357	24-Apr-2024	3	Ratify PricewaterhouseCoopers LLP as Auditors	For		For	
Bank of America Corporation	BAC	1832357	24-Apr-2024	4	Amend Omnibus Stock Plan	For		For	EOS manual override. See analyst note.
Bank of America Corporation	BAC	1832357	24-Apr-2024	5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	Against		Against	
Bank of America Corporation	BAC	1832357	24-Apr-2024	6	Report on Climate Lobbying	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Bank of America Corporation	BAC	1832357	24-Apr-2024	7	Report on Clean Energy Supply Financing Ratio	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Bank of America Corporation	BAC	1832357	24-Apr-2024	8	Provide Right to Act by Written Consent	Against		Against	Shareholder proposal promotes enhanced shareholder rights

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Bank of America Corporation	BAC	1832357	24-Apr-2024	9	Require Independent Board Chair	Against		For	SH: For shareholder resolution, no management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Bank of America Corporation	BAC	1832357	24-Apr-2024	10	Improve Executive Compensation Program and Policy	Against		Against	EOS manual override. See analyst note.
Unilever Plc	ULVR	1819178	01-May-2024	1	Accept Financial Statements and Statutory Reports	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	2	Approve Remuneration Report	For		For	EOS manual override. See analyst note.
Unilever Plc	ULVR	1819178	01-May-2024	3	Approve Remuneration Policy	For		For	EOS manual override. See analyst note.
Unilever Plc	ULVR	1819178	01-May-2024	4	Approve Climate Transition Action Plan	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	5	Elect Fernando Fernandez as Director	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	6	Re-elect Adrian Hennah as Director	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	7	Re-elect Andrea Jung as Director	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	8	Re-elect Susan Kilsby as Director	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	9	Re-elect Ruby Lu as Director	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	10	Elect Ian Meakins as Director	For		For	EOS manual override. See analyst note.
Unilever Plc	ULVR	1819178	01-May-2024	11	Elect Judith McKenna as Director	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	12	Re-elect Nelson Peltz as Director	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	13	Re-elect Hein Schumacher as Director	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	14	Reappoint KPMG LLP as Auditors	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	15	Authorise Board to Fix Remuneration of Auditors	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	16	Authorise UK Political Donations and Expenditure	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Unilever Plc	ULVR	1819178	01-May-2024	17	Authorise Issue of Equity	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	18	Authorise Issue of Equity without Pre-emptive Rights	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	20	Authorise Market Purchase of Ordinary Shares	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	21	Authorise the Company to Call General Meeting with Two Weeks' Notice	For		For	
Unilever Plc	ULVR	1819178	01-May-2024	22	Adopt New Articles of Association	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.1	Elect Director Warren E. Buffett	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.2	Elect Director Gregory E. Abel	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.3	Elect Director Howard G. Buffett	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.4	Elect Director Susan A. Buffett	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.5	Elect Director Stephen B. Burke	For		Withhold	1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note.
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.6	Elect Director Kenneth I. Chenault	For		Withhold	1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. Concerns about remuneration committee performance 4. EOS manual override. See analyst note.
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.7	Elect Director Christopher C. Davis	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.8	Elect Director Susan L. Decker	For		Withhold	Inadequate management of climate-related risks.EOS manual override. See analyst note.
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.9	Elect Director Charlotte Guyman	For		Withhold	1. Concerns related to approach to board gender diversity.2. Concerns related to shareholder value. 3. Concerns about remuneration committee performance

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.10	Elect Director Ajit Jain	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.11	Elect Director Thomas S. Murphy, Jr.	For		Withhold	1. Concerns related to approach to board gender diversity 2. Concerns related to shareholder value 3. EOS manual override. See analyst note.3. Concerns about remuneration committee performance
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.12	Elect Director Ronald L. Olson	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.13	Elect Director Wallace R. Weitz	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	1.14	Elect Director Meryl B. Witmer	For		For	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	5	Establish a Railroad Safety Committee	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks. EOS manual override. See analyst note.
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	Against		Against	
Berkshire Hathaway Inc.	BRK.B	1814773	04-May-2024	7	Report on Risks Related to Operations in China	Against		Against	
Eli Lilly and Company	LLY	1838340	06-May-2024	1a	Elect Director Katherine Baicker	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Eli Lilly and Company	LLY	1838340	06-May-2024	1b	Elect Director J. Erik Fyrwald	For		Against	Concerns about remuneration committee performance
Eli Lilly and Company	LLY	1838340	06-May-2024	1c	Elect Director Jamere Jackson	For		For	EOS manual override. See analyst note.
Eli Lilly and Company	LLY	1838340	06-May-2024	1d	Elect Director Gabrielle Sulzberger	For		For	
Eli Lilly and Company	LLY	1838340	06-May-2024	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	Options/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio
Eli Lilly and Company	LLY	1838340	06-May-2024	3	Ratify Ernst & Young LLP as Auditors	For		For	Concerns regarding Auditor tenure
Eli Lilly and Company	LLY	1838340	06-May-2024	4	Declassify the Board of Directors	For		For	
Eli Lilly and Company	LLY	1838340	06-May-2024	5	Eliminate Supermajority Vote Requirement	For		For	
Eli Lilly and Company	LLY	1838340	06-May-2024	6	Report on Lobbying Payments and Policy	Against		For	Shareholder proposal promotes transparency
Eli Lilly and Company	LLY	1838340	06-May-2024	7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against		For	Shareholder proposal promotes better management of SEE opportunities and risks
Eli Lilly and Company	LLY	1838340	06-May-2024	8	Report on Impact of Extended Patent Exclusivities on Product Access	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Eli Lilly and Company	LLY	1838340	06-May-2024	9	Adopt a Comprehensive Human Rights Policy	Against		For	Shareholder proposal promotes better management of SEE opportunities and risks
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1a	Elect Director Jeffrey P. Bezos	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1b	Elect Director Andrew R. Jassy	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1c	Elect Director Keith B. Alexander	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1d	Elect Director Edith W. Cooper	For		For	



Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1e	Elect Director Jamie S. Gorelick	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1f	Elect Director Daniel P. Huttenlocher	For		Against	Concerns about human rights
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1g	Elect Director Andrew Y. Ng	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1h	Elect Director Indra K. Nooyi	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1i	Elect Director Jonathan J. Rubinstein	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1j	Elect Director Brad D. Smith	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1k	Elect Director Patricia Q. Stonesifer	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	1l	Elect Director Wendell P. Weeks	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	2	Ratify Ernst & Young LLP as Auditors	For		For	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For	Granted variable pay is less or equal to 2x base salaryTotal pay is in the bottom quartile (low relative to peers)
Amazon.com, Inc.	AMZN	1848566	22-May-2024	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		For	Granted variable pay is less or equal to 2x base salaryTotal pay is in the bottom quartile (low relative to peers)
Amazon.com, Inc.	AMZN	1848566	22-May-2024	4	Establish a Public Policy Committee	Against		Against	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	5	Establish a Board Committee on Corporate Financial Sustainability	Against		Against	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	6	Report on Customer Due Diligence	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1848566	22-May-2024	7	Report on Lobbying Payments and Policy	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Amazon.com, Inc.	AMZN	1848566	22-May-2024	8	Report on Median and Adjusted Gender/Racial Pay Gaps	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1848566	22-May-2024	9	Report on Viewpoint Discrimination	Against		Against	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Against		Against	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	11	Report on Efforts to Reduce Plastic Use	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1848566	22-May-2024	12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1848566	22-May-2024	13	Disclose All Material Scope 3 GHG Emissions	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1848566	22-May-2024	14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Amazon.com, Inc.	AMZN	1848566	22-May-2024	15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against		Against	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	16	Establish a Board Committee on Artificial Intelligence	Against		Against	
Amazon.com, Inc.	AMZN	1848566	22-May-2024	17	Commission a Third Party Audit on Working Conditions	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Morgan Stanley	MS	1845922	23-May-2024	1a	Elect Director Megan Butler	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Morgan Stanley	MS	1845922	23-May-2024	1b	Elect Director Thomas H. Glocer	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1c	Elect Director James P. Gorman	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1d	Elect Director Robert H. Herz	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1e	Elect Director Erika H. James	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1f	Elect Director Hironori Kamezawa	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1g	Elect Director Shelley B. Leibowitz	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1h	Elect Director Stephen J. Luczo	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1i	Elect Director Jami Miscik	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1j	Elect Director Masato Miyachi	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1k	Elect Director Dennis M. Nally	For		Against	EOS manual override. See analyst note.
Morgan Stanley	MS	1845922	23-May-2024	1l	Elect Director Edward (Ted) Pick	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1m	Elect Director Mary L. Schapiro	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1n	Elect Director Perry M. Traquina	For		For	
Morgan Stanley	MS	1845922	23-May-2024	1o	Elect Director Rayford Wilkins, Jr.	For		For	
Morgan Stanley	MS	1845922	23-May-2024	2	Ratify Deloitte & Touche LLP as Auditors	For		For	
Morgan Stanley	MS	1845922	23-May-2024	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	EOS manual override. See analyst note.
Morgan Stanley	MS	1845922	23-May-2024	4	Approve Nonqualified Employee Stock Purchase Plan	For		For	
Morgan Stanley	MS	1845922	23-May-2024	5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	Against		Against	
Morgan Stanley	MS	1845922	23-May-2024	6	Report on Lobbying Payments and Policy	Against		For	Shareholder proposal promotes transparency

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Morgan Stanley	MS	1845922	23-May-2024	7	Report on Clean Energy Supply Financing Ratio	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1851990	29-May-2024	1.1	Elect Director Peggy Alford	For		Withhold	1- Concerns about human rights2- Concerns to protect shareholder value3- Pay is misaligned with EOS remuneration principles
Meta Platforms, Inc.	META	1851990	29-May-2024	1.2	Elect Director Marc L. Andreessen	For		Withhold	1- Concerns about human rights2- Concerns to protect shareholder value3- Pay is misaligned with EOS remuneration principles4-EOS manuel override
Meta Platforms, Inc.	META	1851990	29-May-2024	1.3	Elect Director John Arnold	For		For	
Meta Platforms, Inc.	META	1851990	29-May-2024	1.4	Elect Director Andrew W. Houston	For		For	
Meta Platforms, Inc.	META	1851990	29-May-2024	1.5	Elect Director Nancy Killefer	For		For	
Meta Platforms, Inc.	META	1851990	29-May-2024	1.6	Elect Director Robert M. Kimmitt	For		Withhold	Lack of independence on board
Meta Platforms, Inc.	META	1851990	29-May-2024	1.7	Elect Director Hock E. Tan	For		For	
Meta Platforms, Inc.	META	1851990	29-May-2024	1.8	Elect Director Tracey T. Travis	For		For	
Meta Platforms, Inc.	META	1851990	29-May-2024	1.9	Elect Director Tony Xu	For		For	
Meta Platforms, Inc.	META	1851990	29-May-2024	1.10	Elect Director Mark Zuckerberg	For		For	
Meta Platforms, Inc.	META	1851990	29-May-2024	2	Ratify Ernst & Young LLP as Auditors	For		For	
Meta Platforms, Inc.	META	1851990	29-May-2024	3	Amend Certificate of Incorporation to Limit the Liability of Officers	For		Against	1-Concerns to protect shareholder value
Meta Platforms, Inc.	META	1851990	29-May-2024	4	Amend Omnibus Stock Plan	For		Against	1-Pay is misaligned with EOS remuneration principles
Meta Platforms, Inc.	META	1851990	29-May-2024	5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Meta Platforms, Inc.	META	1851990	29-May-2024	6	Report on Generative AI Misinformation and Disinformation Risks	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Meta Platforms, Inc.	META	1851990	29-May-2024	7	Disclosure of Voting Results Based on Class of Shares	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Meta Platforms, Inc.	META	1851990	29-May-2024	8	Report on Human Rights Risks in Non-US Markets	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1851990	29-May-2024	9	Amend Corporate Governance Guidelines	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivization
Meta Platforms, Inc.	META	1851990	29-May-2024	10	Report on Human Rights Impact Assessment of Targeted Advertising	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1851990	29-May-2024	11	Report on Child Safety and Harm Reduction	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Meta Platforms, Inc.	META	1851990	29-May-2024	12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against		Against	
Meta Platforms, Inc.	META	1851990	29-May-2024	13	Report on Political Advertising and Election Cycle Enhanced Actions	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risksEOS manuel override
Meta Platforms, Inc.	META	1851990	29-May-2024	14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
BYD Company Limited	1211	1857527	06-Jun-2024	1	Approve Report of the Board of Directors	For		For	Inadequate management of climate-related risks
BYD Company Limited	1211	1857527	06-Jun-2024	2	Approve Report of the Supervisory Committee	For		For	Inadequate management of climate-related risks

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
BYD Company Limited	1211	1857527	06-Jun-2024	3	Approve Audited Financial Report	For		For	Inadequate management of climate-related risks
BYD Company Limited	1211	1857527	06-Jun-2024	4	Approve Annual Report and Its Summary	For		For	Inadequate management of climate-related risks
BYD Company Limited	1211	1857527	06-Jun-2024	5	Approve Profit Distribution Plan	For		For	
BYD Company Limited	1211	1857527	06-Jun-2024	6	Approve Ernst & Young Hua Ming LLP as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration	For		For	
BYD Company Limited	1211	1857527	06-Jun-2024	7	Approve Provision of Guarantee	For		For	EOS manual override
BYD Company Limited	1211	1857527	06-Jun-2024	8	Approve Estimated Cap of Ordinary Connected Transactions	For		For	
BYD Company Limited	1211	1857527	06-Jun-2024	9	Approve Grant of General Mandate to the Board to Issue Additional H Shares	For		Against	Issue of equity raises concerns about excessive dilution of existing shareholders
BYD Company Limited	1211	1857527	06-Jun-2024	10	Approve General Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares	For		Against	Issue of equity raises concerns about excessive dilution of existing shareholders
BYD Company Limited	1211	1857527	06-Jun-2024	11	Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	For		Against	Insufficient/poor disclosure
BYD Company Limited	1211	1857527	06-Jun-2024	12	Approve Purchase of Liability Insurance for Directors, Supervisors, Senior Management and Other Related Persons and Related Transactions	For		For	
BYD Company Limited	1211	1857527	06-Jun-2024	13	Amend Articles of Association	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
BYD Company Limited	1211	1857527	06-Jun-2024	14	Amend Rules of Procedures of the Shareholders' General Meetings	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1a	Elect Director Richard N. Barton	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1b	Elect Director Mathias Dopfner	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1c	Elect Director Reed Hastings	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1d	Elect Director Jay C. Hoag	For		Against	Concerns related to succession planning
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1e	Elect Director Greg Peters	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1f	Elect Director Susan E. Rice	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1g	Elect Director Ted Sarandos	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1h	Elect Director Bradford L. Smith	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	1i	Elect Director Anne M. Sweeney	For		For	EOS manual override
Netflix, Inc.	NFLX	1852574	06-Jun-2024	2	Ratify Ernst & Young LLP as Auditors	For		For	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	Excessive CEO pay
Netflix, Inc.	NFLX	1852574	06-Jun-2024	4	Report on Use of Artificial Intelligence	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Netflix, Inc.	NFLX	1852574	06-Jun-2024	5	Establish Committee on Corporate Sustainability	Against		Against	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	6	Amend Director Election Resignation Bylaw	Against		Against	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	Against		Against	
Netflix, Inc.	NFLX	1852574	06-Jun-2024	8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against		For	Shareholder proposal promotes appropriate accountability or incentivisation

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Tesla, Inc.	TSLA	1856850	13-Jun-2024	1a	Elect Director James Murdoch	For		Against	1. Concerns related to approach to board gender diversity2. Concerns related to approach to board diversity3. Concerns about overall board structure4. Inadequate management of climate-related risks
Tesla, Inc.	TSLA	1856850	13-Jun-2024	1b	Elect Director Kimbal Musk	For		Against	Lack of independence on board
Tesla, Inc.	TSLA	1856850	13-Jun-2024	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	EOS manual override
Tesla, Inc.	TSLA	1856850	13-Jun-2024	3	Change State of Incorporation from Delaware to Texas	For		Against	Concerns to protect shareholder value
Tesla, Inc.	TSLA	1856850	13-Jun-2024	4	Ratify Performance Based Stock Options to Elon Musk	For		Against	1. Pay is misaligned with EOS remuneration principles2. Excessive CEO pay
Tesla, Inc.	TSLA	1856850	13-Jun-2024	5	Ratify PricewaterhouseCoopers LLP as Auditors	For		For	
Tesla, Inc.	TSLA	1856850	13-Jun-2024	6	Declassify the Board of Directors	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Tesla, Inc.	TSLA	1856850	13-Jun-2024	7	Adopt Simple Majority Vote	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes enhanced shareholder rights
Tesla, Inc.	TSLA	1856850	13-Jun-2024	8	Report on Harassment and Discrimination Prevention Efforts	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Tesla, Inc.	TSLA	1856850	13-Jun-2024	9	Adopt a Non-Interference Policy Respecting Freedom of Association	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Tesla, Inc.	TSLA	1856850	13-Jun-2024	10	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	Against		Against	EOS manual override



Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Tesla, Inc.	TSLA	1856850	13-Jun-2024	11	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes appropriate accountability or incentivisation
Tesla, Inc.	TSLA	1856850	13-Jun-2024	12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes better management of ESG opportunities and risks
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.1	Elect Director Toyoda, Akio	For		Against	1- Concerns about overall board structure 2- Concerns about overall performance 3- Concerns related to board gender diversity 4- Lack of independence on board
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.2	Elect Director Hayakawa, Shigeru	For		Against	2- Concerns about overall performance
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.3	Elect Director Sato, Koji	For		For	EOS manual override
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.4	Elect Director Nakajima, Hiroki	For		For	
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.5	Elect Director Miyazaki, Yoichi	For		For	
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.6	Elect Director Simon Humphries	For		For	
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.7	Elect Director Sugawara, Ikuro	For		For	
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.8	Elect Director Sir Philip Craven	For		Against	Lack of independence on board
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.9	Elect Director Oshima, Masahiko	For		For	EOS manual override
Toyota Motor Corp.	7203	1865770	18-Jun-2024	1.10	Elect Director Osono, Emi	For		For	EOS manual override
Toyota Motor Corp.	7203	1865770	18-Jun-2024	2	Appoint Statutory Auditor Osada, Hiromi	For		For	
Toyota Motor Corp.	7203	1865770	18-Jun-2024	3	Appoint Alternate Statutory Auditor Fujisawa, Kumi	For		For	
Toyota Motor Corp.	7203	1865770	18-Jun-2024	4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	Against		For	SH: For shareholder resolution, against management recommendation / Shareholder proposal promotes transparency
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1a	Elect Director Marc Benioff	For		For	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1b	Elect Director Laura Alber	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1c	Elect Director Craig Conway	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1d	Elect Director Arnold Donald	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1e	Elect Director Parker Harris	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1f	Elect Director Neelie Kroes	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1g	Elect Director Sachin Mehra	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1h	Elect Director G. Mason Morfit	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1i	Elect Director Oscar Munoz	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1j	Elect Director John V. Roos	For		Against	Concerns about remuneration committee performance
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1k	Elect Director Robin Washington	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1l	Elect Director Maynard Webb	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	1m	Elect Director Susan Wojcicki	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	3	Amend Omnibus Stock Plan	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	4	Ratify Ernst & Young LLP as Auditors	For		For	
Salesforce, Inc.	CRM	1866722	27-Jun-2024	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Against	Excessive perquisitesLow shareholding requirementOptions/PSUs vest in less than 36 monthsExcessive CEO payHigh variable pay ratio
Salesforce, Inc.	CRM	1866722	27-Jun-2024	6	Require Independent Board Chair	Against		For	Shareholder proposal promotes appropriate accountability or incentivisation
Salesforce, Inc.	CRM	1866722	27-Jun-2024	7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against		Against	

Company	Ticker	Meeting ID	Meeting Date	Proposal #	Proposal Text	Management Recommendation	Policy Recommendation	Vote Instruction	Rationale
Salesforce, Inc.	CRM	1866722	27-Jun-2024	8	Report on Viewpoint Discrimination	Against		Against	
BYD Company Limited	1211	1904981	05-Nov-2024	1	Approve BYD Company Limited 2024 Employee Share Ownership Plan (Draft) and Its Summary	For		For	
BYD Company Limited	1211	1904981	05-Nov-2024	2	Approve Management Measures for BYD Company Limited 2024 Employee Share Ownership Plan	For		For	
BYD Company Limited	1211	1904981	05-Nov-2024	3	Approve Grant of Authorization to the Board and Its Authorized Persons to Deal with Matters in Relation to the BYD Company Limited 2024 Employee Share Ownership Plan in Full Discretion	For		For	
BYD Company Limited	1211	1904981	05-Nov-2024	4	Approve Renewal of Registered Capital and Amend Articles of Association	For		For	

## PARAMETERS

Location(s): All Locations  
 Account Group(s): All Account Groups  
 Institution Account(s): All Institution Accounts  
 Custodian Account(s): All Custodian Accounts  
 ADR Meetings: All Meetings  
 Client Covered: – None –  
 Contrary Votes: All Votes  
 Date Format: DD-MMM-YYYY  
 ISS Governance QualityScore < =: None  
 ISS Governance QualityScore > =: None  
 Highlighted Meetings: Include Contested and High Risk Meeting Details  
 Industry Sectors: All Sectors  
 Market Cap (USD) < =: None  
 Market Cap (USD) > =: None  
 Markets: All Markets  
 Meeting ID's: All Meeting ID's  
 Meeting Types: All Meeting Types  
 PoA Markets: All Markets  
 Proposal Proponents: All Proponents  
 Recommendations: All Recommendations  
 Record Date Markets: All Markets  
 Reregistration Meetings: Exclude Reregistration Meetings  
 Shareblocking Markets: All Markets  
 Speciality Policy: - None -  
 Vote Instructions: All Instructions  
 Voting Policies: None  
 Zero (0) Share Ballots: Exclude 0 Share Ballots  
 Account Group Watchlist: None  
 Account Watchlist: None  
 Country Watchlist: None  
 Issuer Watchlist: None  
 Proposal Code Watchlist: None

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