

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): All institution accounts
 Custodian Account(s): All custodian accounts
 Reporting Period: 01/01/2024 to 12/31/2024

Meeting Overview

Category	Number	Percentage
Number of votable meetings	25	
Number of meetings voted	25	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	11	44.00%

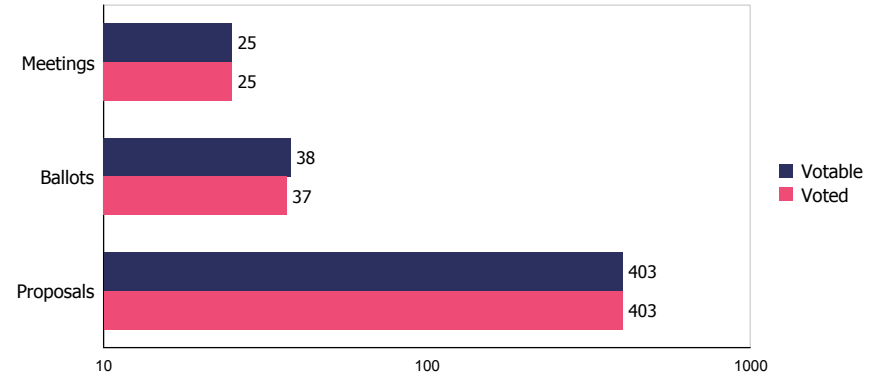
Ballot Overview

Category	Number	Percentage
Number of votable ballots	38	
Number of ballots voted	37	97.37%

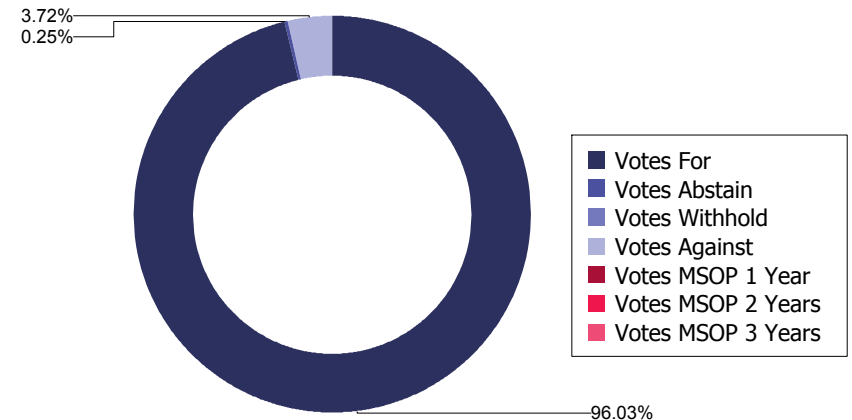
Proposal Overview

Category	Number	Percentage
Number of votable items	403	
Number of items voted	403	100.00%
Number of votes FOR	387	96.03%
Number of votes AGAINST	15	3.72%
Number of votes ABSTAIN	1	0.25%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	403	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	392	97.27%
Number of votes Against Mgmt	11	2.73%
Number of votes on MSOP (exclude frequency)	23	5.71%
Number of votes on Shareholder Proposals	7	1.74%

Voting Statistics



Vote Cast Statistics

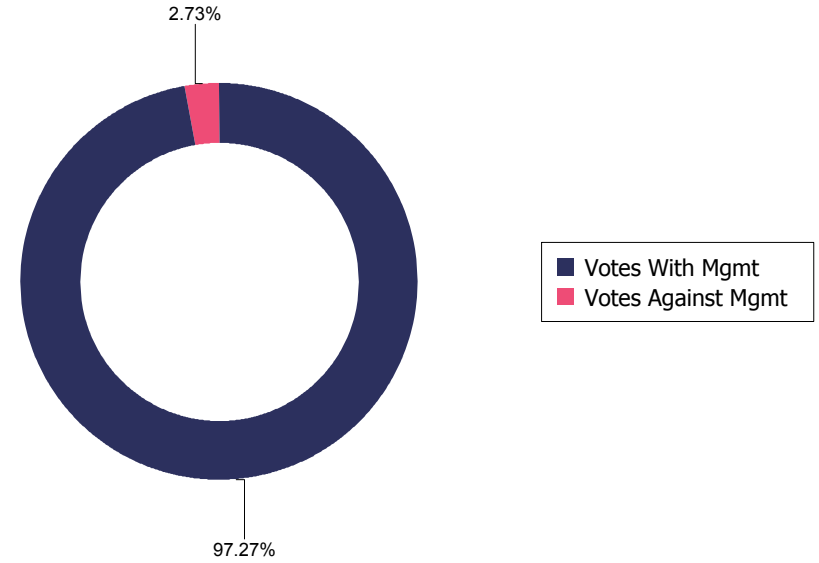


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy

No graphical representation provided.

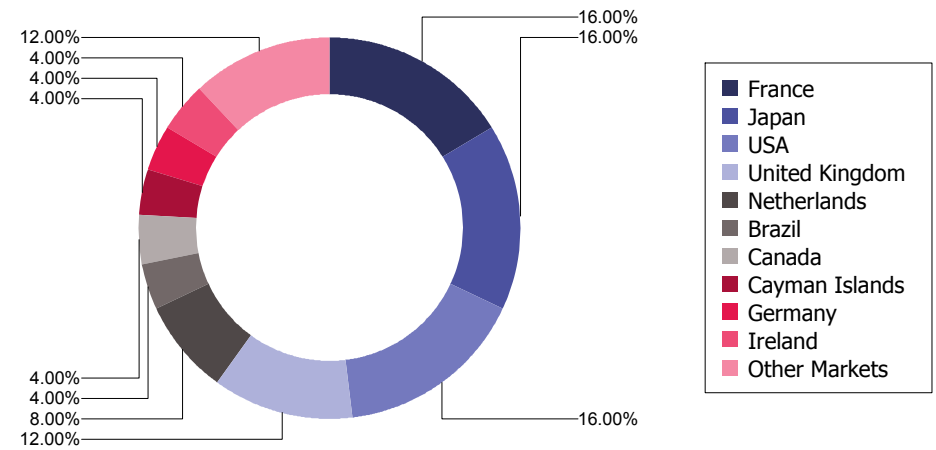
Vote Alignment with Management



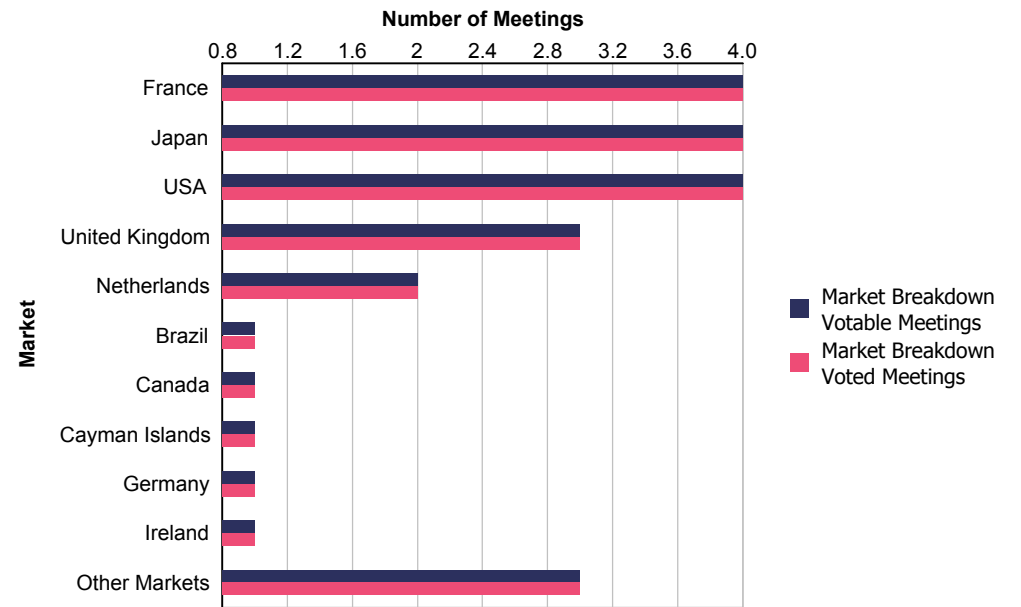
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	4	4	100.00%
Japan	4	4	100.00%
USA	4	4	100.00%
United Kingdom	3	3	100.00%
Netherlands	2	2	100.00%
Brazil	1	1	100.00%
Canada	1	1	100.00%
Cayman Islands	1	1	100.00%
Germany	1	1	100.00%
Ireland	1	1	100.00%
Mexico	1	1	100.00%
Spain	1	1	100.00%
Switzerland	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fomento Economico Mexicano SAB de CV	22-Mar-24	Mexico	G	Director Election - Director Election	Elect Director	4.g. Elect Alejandro Bailleres Gual as Director	Against
Johnson & Johnson	25-Apr-24	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	4. Report on Gender-Based Compensation and Benefits Inequities	Against
Bayer AG	26-Apr-24	Germany	G	Routine Business - Routine Business	Other Business	10. Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Against
Sandoz Group AG	30-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Ambev SA	30-Apr-24	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a. Elect Fiscal Council Members	Abstain
Ambev SA	30-Apr-24	Brazil	G	Director Related - Board Related	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	4. In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Against
Gilead Sciences, Inc.	08-May-24	USA	G	Director Related - Board Related	Company-Specific Board-Related	5. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Gilead Sciences, Inc.	08-May-24	USA	S	Social - Other	Avoid Support of Abortion-Related Activities	6. Report on Risks of Supporting Abortion	Against
EUROAPI SA	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Karl Rotthier, CEO until October 30, 2023	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Shimada, Akira	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	3. Appoint Shareholder Director Nominee Maeda, Tomoki	Against
Sumitomo Mitsui Trust Holdings, Inc.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.5. Elect Director Okubo, Tetsuo	Against
Sodexo SA	17-Dec-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Francois-Xavier Bellon as Director	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Pluxee NV	18-Dec-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Pluxee NV	18-Dec-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4b. Approve Discharge of Non-Executive Directors	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fomento Economico Mexicano SAB de CV	22-Mar-24	Mexico	G	Director Election - Director Election	Elect Director	4.g. Elect Alejandro Bailleres Gual as Director	Against
Sandoz Group AG	30-Apr-24	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Ambev SA	30-Apr-24	Brazil	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3a. Elect Fiscal Council Members	Abstain
Gilead Sciences, Inc.	08-May-24	USA	G	Compensation - Compensation	Stock Retention/Holding Period	7. Adopt Share Retention Policy For Senior Executives	For
EUROAPI SA	22-May-24	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Karl Rotthier, CEO until October 30, 2023	Against
Nippon Telegraph & Telephone Corp.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	2.2. Elect Director Shimada, Akira	Against
Sumitomo Mitsui Trust Holdings, Inc.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.1. Elect Director Takakura, Toru	Against
Sumitomo Mitsui Trust Holdings, Inc.	20-Jun-24	Japan	G	Director Election - Director Election	Elect Director	4.5. Elect Director Okubo, Tetsuo	Against
Sodexo SA	17-Dec-24	France	G	Director Election - Director Election	Elect Director	5. Reelect Francois-Xavier Bellon as Director	Against
Pluxee NV	18-Dec-24	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Remuneration Report	Against
Pluxee NV	18-Dec-24	Netherlands	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	4b. Approve Discharge of Non-Executive Directors	Against

Unvoted Meetings

There are no unvoted meetings.