Schroders

Proxy Voting Report
Frequency: Annual AU00228
Client ID: Schroder Australian Equity Fund
Custodian: JP Morgan Chase
Date: Annual Report 2025

Date:	Annual Report 2025									
						Management	Glass Lewis			
Country of Origin	Issuer Name	Meeting Date	Proponent	Proposal Number	Proposal Description	Recommendation	Recommendation	Vote Decision	Vote Note	Meeting Type
Australia		7/31/2024	Management	1	Elect Erica L. Mann	For	For	For		Annual
Australia	ALS Limited		Management	2	Remuneration Report	For	For	For		Annual
Australia	ALS Limited	7/31/2024	Management	3	Approve Increase in NEDs' Fee Cap	For	For	For		Annual
Australia	ALS Limited	7/31/2024	Management	4	Equity Grant (MD/CEO Malcolm Deane)	For	For	For		Annual
Australia	ALS Limited	7/31/2024	Management	5	Board Spill (Conditional)	Against		Against		Annual
Australia	Alumina Ltd.	7/18/2024	Management	1	Merger with Alcoa Corporation	For	For	For		Court
									Whilst we appreciate the efforts to restructure and improve performance measurement, ASX has suffered from an extended	
									period of cost growth driven by increasing both staff numbers and remuneration, leaving the business with excessive	
									numbers of highly paid staff. Executive base salaries are high and variable performance payments are based on these high	
									salaries. Additionally, ROE has continued to deteriorate through time and performance hurdles are requiring minimal	
Australia	ASX Ltd	10/28/2024	Management	3	Remuneration Report	For	For	Against	improvement in these levels.	Annual
Australia	ASX Ltd	10/28/2024	Management	4	Equity Grant (MD/CEO Helen Lofthouse)	For	For	For		Annual
Australia	ASX Ltd	10/28/2024	Management	5.a	Elect Wayne Byres	For	For	For		Annual
Australia	ASX Ltd	10/28/2024	Management	5.b	Elect David C. Clarke	For	For	For		Annual
									Experience does not seem highly relevant and no benefit seen in increasing director numbers.	
Australia	ASX Ltd	10/28/2024	ShareHolder	6.a	Elect Philip Galvin (External Nominee)	Against	Against	Against		Annual
									Whilst experience may be relevant, the intention and reasons for nomination together with the views of the candidate on path	n
									forward are not known. Should the background and intentions be clarified we remain open to considering the nomination at a	
									later date. The arguments for differing nature of experience and expertise on the Board are strong.	
Australia	ASX Ltd	10/28/2024	ShareHolder	6.b	Elect Robert Caisley (External Nominee)	Against	Against	Against		Annual
									We are voting against all resolutions to reflect the clear value destruction that has resulted from the ill-conceived acquisition	
									of One Rail by the company. Remuneration and incentives are evidently working against shareholders and directors who	
									were on the board at the time of the acquisition equally need to take responsibility and ownership of this poor transaction.	
		l				_	L			l
Australia	Aurizon Holdings Limited	10/10/2024	Management	2	REMUNERATION REPORT	For	For	Against	Metric Concerns: we are against the payment of ex gratia awards.	Annual
									We are voting against all resolutions to reflect the clear value destruction that has resulted from the ill-conceived acquisition	
	1	I	1	1		1	1	1	of One Rail by the company. Remuneration and incentives are evidently working against shareholders and directors who	
		1	1			1			were on the board at the time of the acquisition equally need to take responsibility and ownership of this poor transaction.	
	1	I	1	1		1	1	1		
Australia	Aurizon Holdings Limited	10/10/2024	Management	3A	Re-elect Timothy M. Poole	For	For	Against	Gender Diversity: Less than 33% of the board are female directors.	Annual
									We are voting against all resolutions to reflect the clear value destruction that has resulted from the ill-conceived acquisition	.
									of One Rail by the company. Remuneration and incentives are evidently working against shareholders and directors who	
Australia	Aurinon Haldings Limited	10/10/2024	Managamant	an	Re-elect Marcelo H. Bastos	r	F	Arrainas		Ammuni
Australia	Aurizon Holdings Limited	10/10/2024	Management	38	Re-elect Marcelo H. Bastos	For	For	Against	were on the board at the time of the acquisition equally need to take responsibility and ownership of this poor transaction.	Annual
									We are voting against all resolutions to reflect the clear value destruction that has resulted from the ill-conceived acquisition	1
									of One Rail by the company. Remuneration and incentives are evidently working against shareholders and directors who	
Australia	Aurizon Holdings Limited	10/10/2024	Management	4	Equity Grant (MD/CEO Andrew Harding)	For	For	Against	were on the board at the time of the acquisition equally need to take responsibility and ownership of this poor transaction.	Annual
Australia	Australia & New Zealand Banking Group Ltd.	12/19/2024	Management	2a	Elect Scott A. St John	For	For	For		Annual
									Our preference would be for a commercial banker on the main board, Mr. Gibbs has a background in investment banks.	
Australia	Australia & New Zealand Banking Group Ltd.	12/19/2024	Management	2h	Elect Richard Gibb	For	For	Against		Annual
Australia	Australia & New Zealand Banking Group Ltd.		Management	2c	Re-elect Christine E. O'Reilly	For	For	For		Annual
									We do not believe that the remuneration practices have been sufficiently aligned with the shareholder experience. We have	
									suggested that the compensation scheme be more aligned with the creation of fundamental value over the long term. We	
4						F				I
Australia	Australia & New Zealand Banking Group Ltd.	12/19/2024	Management	3	Remuneration Report	For	Against	Against	also believe the STI should have been withheld pending the completion of current regulatory reviews.	Annual
									We do not believe that the remuneration practices have been sufficiently aligned with the shareholder experience. We have	
									suggested that the compensation scheme be more aligned with the creation of fundamental value over the long term. We	
Australia	Australia & New Zealand Banking Group Ltd.	12/19/2024	Management	4	Equity Grant (CEO and Executive Director Shayne Elliott)	For	Against	Against	also believe the STI should have been withheld pending the completion of current regulatory reviews.	Annual
									We believe ANZ provides detailed disclosures on their methodologies to assess customer transition plans.	
Australia	Australia & New Zealand Banking Group Ltd.	12/19/2024	ShareHolder	5	Shareholder Proposal Regarding Facilitating Nonbinding Proposal	Against	Against	Against		Annual
Australia	Australia & New Zealand Banking Group Ltd.	12/19/2024	ShareHolder	6	Shareholder Proposal Regarding Transition Plan Assessments	Against	Against	Against	We believe ANZ provides detailed disclosures on their methodologies to assess customer transition plans.	Annual
Australia	BHP Group Limited		Management	5	Re-elect Gary J. Goldberg	For	For	For		Annual
Australia	BHP Group Limited	10/30/2024	Management	6	Re-elect Michelle A Hinchliffe	For	For	For		Annual
Australia	BHP Group Limited	10/30/2024	Management	7	Re-elect Ken N. MacKenzie	For	For	For		Annual
Australia		10/30/2024	Management	8	Re-elect Christine E. O'Reilly	For		For		Annual
Australia	BHP Group Limited BHP Group Limited	10/30/2024		to to		For		For		Annual
Australia	PUD Croup Limited		Management	10	Re-elect Catherine Tanna Re-elect Dion J. Weisler		For			Annual
Aubit dild	BHP Group Limited	10/30/2024	Management	10	ne-erect pion J. Weister	For	For	For		AIIIIUdt
	1	I	1	1		1	1	1		
	1	I	1	1		1	1	1	We continue to see the remuneration outcomes for management and the board as excessive. This is not to say we think the	
		1	1			1			quality of personnel is poor, in fact quite the opposite, however we believe the quantum of remuneration is reflective of the	
		1	1			1			size of cashflows generated by the business (largely due to high commodity prices) rather than the complexity of operations	
	1	I	1	1		1	1	1	or unique skillsets in current management which might explain such remuneration outcomes. Whilst the high global demand	
	1	I	1	1		1	1	1	for BHP's senior management will be offered up as justification for the generous remuneration, we stand firm in the view that	1
	1	I	1	1		1	1	1	remuneration packages have reached excessive levels and that lower outcomes would still attract very high calibre	
Australia	BHP Group Limited	10/30/2024	Management	11	Remuneration Report	For	For	Against	managers.	Annual
Australia	BHP Group Limited		Management	12	Equity Grant (CEO Mike Henry)	For	For	For		Annual
									We agreed to support climate transition plan. We will continue to engage to support further improvements particularly	
Australia	BHP Group Limited	10/30/2024	Management	13	Approval of 2024 Climate Transition Action Plan	For	For	For	regarding scope 3 emissions reduction targets	Annual
Australia	BHP Group Limited BHP Group Limited		Management	2	Elect Donald R. Lindsay	For	For	For	Indianal scoke o cultissions tendenou ratgers	Annual
Australia		10/30/2024	Management	12						Annual
	BHP Group Limited		Management	3	Elect Ross McEwan	For		For		
Australia	BHP Group Limited	10/30/2024	Management	4	Re-elect Xiaoqun Clever-Steg	For	For	For	 	Annual
Australia	BlueScope Steel Limited.	11/19/2024	Management	2a	Re-elect Jane F. McAloon	For	For	For		Annual
	1	I	1	1		1	1	1	BSL wanted a US based Director with experience in that market and came close to getting a suitable person. In the absence	
	1	I	1	1		1	1	1	of that, Alistair has experience in the steel industry, including in the US, and hence notwithstanding some concern from his	
		1	I						time at SGM especially with respect to remuneration, the group believes he can add value in the role. He also worked for	
Australia	BlueScope Steel Limited.	11/19/2024	Management	2b	Elect Alistair Field	For	For	For	John Mullen, who is well regarded, at Asciano.	Annual
					1				Rolling 3 year roic hurdles, coupled with a lowly geared balance sheet, mean that the structure is suitable given the cyclical	
Australia	BlueScope Steel Limited.	11/19/2024	Management	,	Remuneration Report	For	For	For	nature of the group.	Annual
Au5ti dtid	procedupe steer christed.	11/19/2024	Management	,	remaneration report	ıdı	I VI	101		Annual
Australia	BlueScope Steel Limited.	11/10/2001	Managament	l.	Family Count (MD/CEO Mode) (count)	r.,	l	r	Rolling 3 year roic hurdles, coupled with a lowly geared balance sheet, mean that the structure is suitable given the cyclical	[a
Australia		11/19/2024	Management	-	Equity Grant (MD/CEO Mark Vassella - STI)	rur	ruf	101	nature of the group.	Annual
Australia		11/19/2024	Management	5	Equity Grant (MD/CEO Mark Vassella - LTI)	For		For		Annual
Australia	BlueScope Steel Limited.		Management	6	Amendments to Constitution	For	For	For		Annual
Australia	BlueScope Steel Limited.		Management	7	Increase NEDs' fee cap	Undetermined	For	For		Annual
Australia	BlueScope Steel Limited.	11/19/2024	Management	8	Approve Termination Payments	For	For	For		Annual
Australia	Brambles Ltd	10/24/2024	Management	2	Remuneration Report	For	For	For		Annual
Australia			Management	3	Re-elect Elizabeth Fagan	For		For		Annual
Australia	Brambles Ltd	10/24/2024	Management	4	Amendment to the Performance Share Plan			For		Annual

Australia	Brambles Ltd	10/24/2024	Management	5	Equity Grant (CEO Graham Chipchase)	For	For	For		nnual
Australia	Brambles Ltd	10/24/2024	Management	6	Approval of the MyShare Plan	For	For	For		nnual
Australia	Burgundy Diamond Mines Limited	5/27/2025	Managament		Remuneration Report	Undetermined	F	Arrainas	32.3: Metric Concerns: Lack of disclosure of performance targets of STI. 29.2: LTIP Structure: Vesting period is less than three	
	Burgundy Diamond Mines Limited	5/27/2025	Management Management	2	Elect Anshul Gandhi	For	For	Against For		nnual nnual
rusudiu	Daiganay Damona i mes Emitea	0/2//2020	rianagement	1	Executional Continue	101	101	101	Particular concern given the depressed shareprice and the risk of material dilution in the event of a substantial equity	imuu
Australia	Burgundy Diamond Mines Limited	5/27/2025	Management	3	Approve Issue of Securities (10% Placement Facility)	For	Against	Against		nnual
	Burgundy Diamond Mines Limited	5/27/2025	Management	4	Renew Proportional Takeover Provisions	For	For	For		nnual
	Burgundy Diamond Mines Limited	5/27/2025	Management	5	Approval of the Employee Securities Incentive Plan	Undetermined	Against	Against		nnual
Australia	Challenger Limited	10/24/2024	Management	2a	Re-elect John Green	For	For	For		nnual
Australia	Challenger Limited	10/24/2024	Management	2b	Re-elect Heather Smith	For	For	For For		nnual
Australia Australia	Challenger Limited	10/24/2024	Management	2c	Elect Lisa Gray Remuneration Report	For	For	For		nnual
	Challenger Limited Challenger Limited	10/24/2024	Management Management	1	Equity Grant (MD/CEO Nick Hamilton)	For	For	For		nnual nnual
riadiaid	Onation ger Elimica	10/24/2024	rionagement	1	Equity orant (115/5E5 Not Hammon)	101	101	101	Pul	muus
Australia	Champion Iron Limited	8/29/2024	Management	1.	REMUNERATION REPORT	For	For	For	There are legitimate questions around the shorter vesting period for a portion of the LTIP than we would normally deem acceptable. However we also have to be mindful that this company operates entirely in a different market (Quebec, Canada) and needs to be competitive on remumenation and structure for that market, not the Australian listed market. In that light we are comfortable that the company is consistent with its local market in its remuneration approach and we also believe the management have performed well and the company will benefit from their ongoing employment. An	nnual
Australia	Champion Iron Limited	8/29/2024	Management	2.	Board Spill Resolution	Against	Against	Against	An	nnual
Australia	Champion Iron Limited	8/29/2024	Management	3.	Re-elect Michael O'Keeffe	For	For	For		nnual
Australia	Champion Iron Limited	8/29/2024	Management	4.	Re-elect David Cataford	For	For	For	An	nnual
Australia	Champion Iron Limited	8/29/2024	Management	5	Re-elect Gary Lawder	For	For	For	Board gender diversity is a cceptable at 3 female directors out of 8 total. Exec committee less so at 1/7 however the company was unable to find a high enough callbre female to replace to previous CFO (female). The company was unwilling to sacrifice andidate quality home diversity sugars. More broadly there is almost 50% female representation in the corporate office and Champion are the single largest employer of First Nations in the Quebec North Shore area (CM's area of operations). With all this is mind we do not wish to vote down a director re-election on the basis of a poor diversity factor at the exec committee level.	nnual
	Champion Iron Limited	8/29/2024	Management	6.	Re-elect Michelle Cormier	For	For	For		nnual
Australia	Champion Iron Limited	8/29/2024	Management	7.	Re-elect Louise Grondin	For	For	For		nnual
	Champion Iron Limited	8/29/2024	Management	8.	Re-elect Jessica McDonald	For	For	For		nnual
Australia	Champion Iron Limited	8/29/2024	Management	9.	Re-elect Jyothish George	For	For	For		nnual
Australia	Champion Iron Limited	8/29/2024	Management	10.	Elect Ronnie Beevor	For	For	For	An	nnual
Australia	Champion Iron Limited	8/29/2024	M		Assessed Completes Interest for Office	5	5	For	There are legitimate questions around the shorter vesting period for a portion of the LTIP than we would normally deem acceptable. However we also have to be mindful that this company operates entirely in a different market (Quebec, Canada) and needs to be competitive on remuneration and structure for that market, not the Australian listed market. In that light we are confortable that the company is consistent with list local market in its remuneration apposed hand we also believe the management have performed well and the company will benefit from their ongoing employment.	nnual
Australia	Champion Iron Limited Champion Iron Limited	8/29/2024	Management Management	12.	Approve Omnibus Incentive Plan Appoint Additional Auditor	For	For	For For		nnual nnual
	Cleanaway Waste Management Limited	10/25/2024	Management	2	REMUNERATION REPORT	For	For	For		nnual
Australia	Cleanaway Waste Management Limited	10/25/2024	Management	3a	Re-elect Ingrid Player	For	For	For		nnual
			Management	3b	Elect Robert (Rob) J. Cole	For	For	For		nnual
Australia	Cleanaway Waste Management Limited	10/25/2024	promagament							
Australia Australia	Cleanaway Waste Management Limited Cleanaway Waste Management Limited	10/25/2024	Management	4a	Equity Grant - LTI (MD/CEO Mark Schubert)	For	For	For	An	nnual
	Cleanaway Waste Management Limited Cleanaway Waste Management Limited Cleanaway Waste Management Limited					For For				nnual nnual
Australia Australia	Cleanaway Waste Management Limited	10/25/2024	Management	4a	Equity Grant - LTI (MD/CEO Mark Schubert)	For	For	For	An	
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Australia	Cleanawy Waste Management Limited Codes Group Ltd Commonwealth Bank of Australia Commonwealth Bank of	10/25/2024 10/25/2024 10/25/2024 10/25/2024 11/12/2024	Management	7.3 2.1 2.2 2.3 2.4 3 4 5 6 7,1 7.1 7.2 2.a 2.b 3.4 4 5 6 7,1 7.2 2.a 3.4 4 5 6 7,1 2.a 2.b 3.4 4 2.2 2.a 2.a 2.a 2.a 2.a 2.a 2.a 2.a 2.a	Equity Grant - STI (MDCEO Mark Schubert) Renew Proportional Take over Provisions Shareholder Proposal Regarding Ceasing to Procure Farmed Salmon from Macquarie Harbour Elect Peter K. Allien Elect Andrew Peen Re-elect Abjeat (Abi) P. Cleland Re-elect Andrew Peen Re-elect Abjeat (Abi) P. Cleland Re-elect Andrew Ren Remuneration Report Equity Grant - STI (MDCEO Leah Weckert) Equity Grant - STI (MDCEO Leah Weckert) Equity Grant - STI (MDCEO Leah Weckert) Shareholder Proposal Regarding Facilitating Nonbinding Proposals Shareholder Proposal Regarding Facilitating Nonbinding Proposals Re-elect Feet C. Harmer Elect Kate Howitt Remuneration Report Equity Grant (MDCEO Matt Comyn) Re-elect Paul J. Reynolds Re-elect Light (Salm) Re-elect Grant McCeo Matter Remuneration Report Equity Grant (MDCEO Matt Comyn) Re-elect Grant (ECO Stuart Irving Pr2025 LTI) Re-elect Grant McKathee Re-elect Aliano Matthews Re-elect Aliano Motarion Re-elect Aliano Motarion Re-elect Aliano Motarion Re-elect Aliano Motarion Re-elect Salmant Lewis Elect Salmanto Lewis	For	For	For	Mile in no way diminishing the importance of the wildlife issues surrounding Macquaria Harbour, we do not believe it is appropriate to recommend sourcing strategy to company management. We have taken steps to undestand the companies' approach to assessing list form sourcing stantegy management. We have taken steps to undestand the companies' approach to assessing list form sourcing stantent from the Macquaria Harbour. We hope the government investigation provides clarity on the best path forward and will continue to engage with the company. An Armonic Macquaria Macquar	nnual
Australia	Cleanawy Waste Management Limited Codes Group Ltd Commoweable Bank of Australia Commoweabl	10/25/2024 10/25/2024 10/25/2024 11/12/2024	Management	7.3 2.1 2.2 2.3 3.4 4.5 6.6 7.1 7.2 2.3 3.4 4.5 6.6 7.7 2.6 6.7 7 7 2.6 2.6 2.7 2.6 2.7 2.7 2.7 2.7 2.7 2.7 2.7 2.7 2.7 2.7	Equity Grant - STI (MDCEC Do Aris Schubert) Renew Proportional Take over Provisions Shareholder Proposal Regarding Ceasing to Procure Farmed Salmon from Macquarie Harbour Elect Peter K. Allen Elect Andrew Penn Re-elect Alleial (Abi P. Celand Re-elect Alleial (Abi P. Celand Re-elect Richard J. Fraudenstein Re-muneration Report Equity Grant - STI (MDCEC Death Weckert) Equity Grant - STI (MDCEC Death Weckert) Rememer Proportional Take over Provisions Shareholder Proposal Regarding Facilitating Nonbinding Proposals Shareholder Proposal Regarding Facilitating Nonbinding Proposals Shareholder Proposal Regarding Facilitating Nonbinding Report on Impacts of Farmed Seafood Re-elect Julia Golbo Re-elect Patron Committee C	For	For	Against For	While in no way diminishing the importance of the wildliffe issues surrounding Macquarie Harbour, we do not believe it is appropriate to recommend sourcing strategy to company management. We have taken steps to understand the companies' approach to assessing risk from sourcing satimos from the Macquarie Harbour. We hope the government mestigation provides clarity on the best path florward and will continue to engage with the company. And	nnual
Australia	Cleanawy Waste Management Limited Codes Group Ltd Commonwealth Bank of Australia Commonwealth Bank of	10/25/2024 10/25/2024 10/25/2024 10/25/2024 11/12/2024	Management	7.3 2.1 2.2 2.3 3.4 4.5 6.6 7.1 7.2 2.3 3.4 4.5 6.6 7.7 7.2 2.3 3.4 4.5 6.6 6.7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	Equity Grant - STI (MDCEO Mark Schubert) Renew Proportional Take over Provisions Shareholder Proposal Regarding Ceasing to Procure Farmed Salmon from Macquarie Harbour Elect Peter K. Allien Elect Andrew Peen Re-elect Abjeat (Abi) P. Cleland Re-elect Andrew Peen Re-elect Abjeat (Abi) P. Cleland Re-elect Andrew Ren Remuneration Report Equity Grant - STI (MDCEO Leah Weckert) Equity Grant - STI (MDCEO Leah Weckert) Equity Grant - STI (MDCEO Leah Weckert) Shareholder Proposal Regarding Facilitating Nonbinding Proposals Shareholder Proposal Regarding Facilitating Nonbinding Proposals Re-elect Feet C. Harmer Elect Kate Howitt Remuneration Report Equity Grant (MDCEO Matt Comyn) Re-elect Paul J. Reynolds Re-elect Light (Salm) Re-elect Grant McCeo Matter Remuneration Report Equity Grant (MDCEO Matt Comyn) Re-elect Grant (ECO Stuart Irving Pr2025 LTI) Re-elect Grant McKathee Re-elect Aliano Matthews Re-elect Aliano Motarion Re-elect Aliano Motarion Re-elect Aliano Motarion Re-elect Aliano Motarion Re-elect Salmant Lewis Elect Salmanto Lewis	For	For	For	Mile in no way diminishing the importance of the wildlife issues surrounding Macquaria Harbour, we do not believe it is appropriate to recommend sourcing strategy to company management. We have taken steps to undestand the companies' approach to assessing list form sourcing stantegy not make the management. We have taken steps to undestand the companies' approach to assessing list form sourcing stantent from the Macquaria Harbour. We hope the government investigation provides clarity on the best path forward and will continue to engage with the company. An Armount of the company of the company of the provides clarity on the best path forward and will continue to engage with the company. An Armount of the company of the provides clarity on the best path forward and will continue to engage with the company. An Armount of the provides are comparable to ASX peers. Whilst these are all generally at the high end given years of creep relative to pay for average workers, Coles performance has been solid and organically focused. NTA growth has been solid. An Armount of the provides are comparable to ASX peers. Whilst these are all generally at the high end given years of creep relative to pay for average workers, Coles performance has been solid and organically focused. NTA growth has been solid. An Armount of the provides are supported to provide a substantiable supply chains and are engaging with Coles on their progress with their instruct argets, including with respect to sustainable supply chains and are engaging with Coles on their progress with their nature targets, including with respect to sustainable supply chains and are engaging with Coles on their progress with their nature targets, including with respect to sustainable supply chains and are engaging with Coles on their progress with their nature targets, including with respect to sustainable supply chains and are engaging with Coles on their progress with their nature targets, including with respect to sustainable supply chains and are engaging with Co	nnual

									We are not a monathing of Debaration and to discount and the discount of the second by
									We are not supportive of Deterra's strategic goal to diversify away from their existing MAC royalty stream. Not only is it inevitable that any investment will dilute the unquestionable exceptional quality of the MAC royalty but we also doubt the
									company has a better than even chance of creating shareholder value through their investments, especially when M&A is
									involved. In our view their first acquisition of Trident Royalties is a demonstration of these fears and yet the company is
									undeterred. Hence we vote against all resolutions in recognition of these concerns.
ıstralia	Deterra Royalties Limited	10/24/2024	Management	1	Remuneration Report	For	For	Against	and control. Hence we tole against an resolutions in recognition of these contents.
									We are not supportive of Deterra's strategic goal to diversify away from their existing MAC royalty stream. Not only is it
									inevitable that any investment will dilute the unquestionable exceptional quality of the MAC royalty but we also doubt the
									company has a better than even chance of creating shareholder value through their investments, especially when M&A is
									involved. In our view their first acquisition of Trident Royalties is a demonstration of these fears and yet the company is
									undeterred. Hence we vote against all resolutions in recognition of these concerns.
Australia	Deterra Royalties Limited	10/24/2024	Management	2	Re-elect Jennifer Anne Seabrook	For	For	Against	
									We are not supportive of Deterra's strategic goal to diversify away from their existing MAC royalty stream. Not only is it
									inevitable that any investment will dilute the unquestionable exceptional quality of the MAC royalty but we also doubt the
									company has a better than even chance of creating shareholder value through their investments, especially when M&A is
									involved. In our view their first acquisition of Trident Royalties is a demonstration of these fears and yet the company is
									undeterred. Hence we vote against all resolutions in recognition of these concerns.
Australia	Deterra Royalties Limited	10/24/2024	Management	3	Re-elect Adele Stratton	For	For	Against	
									We are not supportive of Deterra's strategic goal to diversify away from their existing MAC royalty stream. Not only is it
									inevitable that any investment will dilute the unquestionable exceptional quality of the MAC royalty but we also doubt the
									company has a better than even chance of creating shareholder value through their investments, especially when M&A is
									involved. In our view their first acquisition of Trident Royalties is a demonstration of these fears and yet the company is
				1.	L	_	_	l	undeterred. Hence we vote against all resolutions in recognition of these concerns.
Australia	Deterra Royalties Limited	10/24/2024	Management	4	Equity Grant (MD/CEO Julian Andrews)	For	For	Against	
				1			1		We would prefer remuneration to be tied to growth in fundamental value, that is growth in adjusted NTA per share through
				1		1	1		time, we are not opposed to the quantum as such, we are opposed to the absence of alignment with the structure with the
tealia	Eldova Limita d	10/10/2000	M		DEMUNICIPATION DEDOOT	F	Azzina	Agains :	shareholder experience.
ustralia ustralia	Elders Limited Elders Limited	12/19/2024	Management	2	REMUNERATION REPORT Elect Damien Frawley	For	Against	Against	
		12/19/2024	Management	4			1.21	For	
ustralia	Elders Limited	12/19/2024	Management	6	Elect Glenn S. Davis	For	For	For	
ustralia	Elders Limited	12/19/2024	Management	5	Re-elect Robyn Clubb	For	For	For	+
ıstralia	Elders Limited	12/19/2024	Management	Ь	Equity Grant (MD/CEO Mark Allison)	For	For	For	+
.etratia	Elders Limited	12/19/2024	M	170	Approve Financial Assistance (IPST Holdings and each of its	r.,	r.,	F	
ustralia	ciuei S Limited	12/19/2024	Management	1/d	Subsidiaries)	101	101	For	
tealia	Eldova Limita d	10/10/1000	M	176	Annual Cinemial Assistance (Div. 1 - 11 - 2 - 0 - 1 - 2	r.,	r.,	F	
ustralia	Elders Limited	12/19/2024	Management	70	Approve Financial Assistance (Riverland Lending Services Pty Ltd)	101	101	For	+
ustralia ustralia	Elders Limited Elders Limited	12/19/2024	Management	0	Approve Financial Assistance (Robian Holdings Pty Ltd) Board Spill (Conditional)	For	Adainst 101		Not in shareholder best interests.
ustralia	Elders Limited	12/19/2024	Management	8	Board Spill (Conditional)	Against	Against	Against	Not in snareholder dest interests.
									We support that the CEO short-term STI awards will not be received in FY25 & FY26 to align delivery of the targets. The one-off
									incentive based on the role based on strategic review (40% weighting), delivery of simplified model (25%) and achieving
									sustainable pathology margins (35%). We believe the period could be longer dated (i.e. FY28+) which is aligned with out long-
									term investment view. Further clarification of the hurdles around margin ranges on delivery of the incentives could add
									further rigidity. We preference EBIT/free cash flow over EBITDA as a preference, particularly give of the rent costs / right of
									use amortisation being a key weighting on the FCF generation. Lastly, the \$4-4.7m inventive average is also higher than the
									former incentives. We commend that CEO for taking on the lack of STI aligns the CEO with risk taken on pay to delivering its
Australia	Healius Limited	11/15/2024	Management	2	Remuneration Report	For	Against	For	outcome, and that CEO was quick to take up position in his new appointment, but look for early signs of delivery.
									Kate is a highly experienced CEO level executive with extensive experience in large change management and turnarounds
									ranging across both the private and public sector. These are skills that we feel HLS currently could benefit from leveraging as
									it focuses on its domestic business. Along with her experience and technical capability as an additional female on the board
ustralia	Healius Limited	11/15/2024	Management	3	Re-elect Kathryn (Kate) McKenzie	For	For	For	her diversity inclusion supports a broad board thinking towards their customer subset of patients.
									This appointment continues towards adding to the diversity of females. Sally offers over 3- years of experience in health,
				1.	L	_	1	_	aged care, financial services and government enterprise sectors, with global experience. She also offers technical
ustralia	Healius Limited	11/15/2024	Management	4	Re-elect Sally Evans	For	Against	For	credentials having completed the AICD course, amongst other undergraduate qualification for the role.
		11/15/2024				F	F		W
ustralia	Healius Limited		Management	5	Amendments to Constitution	FOT	FOT	For	We support consistency with standards to comply with regulation and developments for ASX listed entities.
	IGO Limited	11/6/2024	Management	/	Equity Grant (MD/CEO Ivan Vella - Performance Rights)	For Undetermined	For	For	
		11/6/2024	Management	8	Approve Increase in Directors' Fee Pool		For	For	
ustralia ustralia	IGO Limited IGO Limited	11/6/2024	Management	1	Re-elect Michael Nossal	For	For	For	
			Management	2	Re-elect Keith W. Spence	For	For	For	
	IGO Limited IGO Limited	11/6/2024	Management	14	Re-elect Xiaoping Yang Elect Marcelo H. Bastos	For	For	For	+
uou dlid	IGO EMINEU	11/0/2024	Management	1*	Elect marceto n. bastos	1 01	101	1'01	The surfaction assessments related to a unique sign material than
				1		1	1		The ex gratia payments related to a unique circumstance, these payments are now complete and will not feature in the
				1			1		future. STIP program and KPI's for FY25 also improved on the FY24 version.
tralia	ICO I imited	11/0/000	M	-	DEMUNICIPATION DEPORT	r.,	r.,	F	
	IGO Limited	11/6/2024	Management	0	REMUNERATION REPORT	101	101	For	
	IGO Limited Incited Pivot	11/6/2024	Management	10	Equity Grant (MD/CEO Ivan Vella - Service Rights)	For	For	For	
		12/19/2024	Management	2	Elect Frona Hick	For	1.21	For	
ustralia	Incitec Pivot	12/19/2024	Management	13	Re-elect Bruce R. Brook	For	For	For	+
ıstralia	Incited Pivot	12/19/2024	Management	4	Re-elect Tonianne Dwyer	For	For	For	1
	Incitec Pivot	12/19/2024	Management	0	Remuneration Report	For	For	For	
			Management	10	Equity Grant - FY2024 LTI (MD/CEO Mauro Neves)	For	For	For	
ustralia	Incitec Pivot	12/19/2024		17	Equity Grant - FY2025 LTI (MD/CEO Mauro Neves)	For	For	For	
ustralia ustralia	Incitec Pivot	12/19/2024	Management	0		r		Fee.	
ustralia ustralia ustralia	Incitec Pivot Incitec Pivot	12/19/2024 12/19/2024	Management	8	Approve Share Buyback	For	For	For	
ustralia ustralia ustralia ustralia	Incitec Pivot Incitec Pivot Incitec Pivot	12/19/2024 12/19/2024 12/19/2024	Management Management	9	Change in Company Name	For	For	For	
ustralia ustralia ustralia ustralia ustralia	Incitec Pivot Incitec Pivot Incitec Pivot Lendlease Group	12/19/2024 12/19/2024 12/19/2024 11/15/2024	Management Management Management	9 2a	Change in Company Name Elect John C. Gillam				
istralia Istralia Istralia Istralia Istralia	Incitec Pivot Incitec Pivot Incitec Pivot	12/19/2024 12/19/2024 12/19/2024	Management Management	8 9 2a 2b	Change in Company Name	For	For	For	V
stralia stralia stralia stralia stralia	Incitec Pivot Incitec Pivot Incitec Pivot Lendlease Group	12/19/2024 12/19/2024 12/19/2024 11/15/2024	Management Management Management	8 9 2a 2b	Change in Company Name Elect John C. Gillam	For	For	For	Key executives need to be held accountable for poor performance as it has been an unacceptable outcome for shareholders. Key executives need to be held accountable for poor performance as it has been an unacceptable outcome for shareholders.
stralia stralia stralia stralia stralia	Incitec Pivot Incitec Pivot Incitec Pivot Lendlease Group	12/19/2024 12/19/2024 12/19/2024 11/15/2024	Management Management Management	9 2a 2b	Change in Company Name Elect John C. Gillam	For	For	For	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness
stralia stralia stralia stralia stralia	Incitec Pivot Incitec Pivot Incitec Pivot Lendlease Group	12/19/2024 12/19/2024 12/19/2024 11/15/2024	Management Management Management	8 9 2a 2b	Change in Company Name Elect John C. Gillam	For	For	For	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness raises concerns around the future pipeline of the Company in developments and thus origination into the funds management
stralia stralia stralia stralia stralia stralia	Incitec Pivot Incitec Pivot Incitec Pivot Londiea se Group Lendiea se Group	12/19/2024 12/19/2024 12/19/2024 12/19/2024 11/15/2024 11/15/2024	Management Management Management Management	8 9 2a 2b	Change in Company Name Elect John C. Gilliam Re-elect Nicholas R. Collishaw	For	For	For For	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness
stralia stralia stralia stralia stralia	Incitec Pivot Incitec Pivot Incitec Pivot Lendlease Group	12/19/2024 12/19/2024 12/19/2024 11/15/2024	Management Management Management	8 9 2a 2b	Change in Company Name Elect John C. Gillam	For	For	For	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness raises concerns around the future pipeline of the Company in developments and thus origination into the funds management business.
stralia stralia stralia stralia stralia stralia	Incitec Pivot Incitec Pivot Incitec Pivot Londiea se Group Lendiea se Group	12/19/2024 12/19/2024 12/19/2024 12/19/2024 11/15/2024 11/15/2024	Management Management Management Management	8 9 2a 2b	Change in Company Name Elect John C. Gilliam Re-elect Nicholas R. Collishaw	For	For	For For	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness raises concerns around the future pipeline of the Company in developments and thus origination into the funds management business. Key executives need to be held accountable for poor performance as it has been an unacceptable outcome for shareholders.
stralia stralia stralia stralia stralia stralia	Incitec Pivot Incitec Pivot Incitec Pivot Londiea se Group Lendiea se Group	12/19/2024 12/19/2024 12/19/2024 12/19/2024 11/15/2024 11/15/2024	Management Management Management Management	8 9 2a 2b	Change in Company Name Elect John C. Gilliam Re-elect Nicholas R. Collishaw	For	For	For For	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness raises concerns around the future pipeline of the Company in developments and thus origination into the funds management business. Key executives need to be held accountable for poor performance as it has been an unacceptable outcome for shareholders. Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness
stralia stralia stralia stralia stralia stralia	Incitec Pivot Incitec Pivot Incitec Pivot Londiea se Group Lendiea se Group	12/19/2024 12/19/2024 12/19/2024 12/19/2024 11/15/2024 11/15/2024	Management Management Management Management	8 9 2a 2b	Change in Company Name Elect John C. Gilliam Re-elect Nicholas R. Collishaw	For	For	For For	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness caises concerns around the future pipeline of the Company in developments and thus origination into the funds management business. Key executives need to be held accountable for poor performance as it has been an unacceptable outcome for shareholders. Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness criaises concerns around the future prelime of the Company in developments and thus origination into the funds management in the company in developments and thus origination into the funds management.
stralia stralia stralia stralia stralia stralia	Incise Pivot Incise Pivot Incise Pivot Incise Pivot Lendlesse Group Lendlesse Group Lendlesse Group	12/19/2024 12/19/2024 12/19/2024 12/19/2024 11/15/2024 11/15/2024	Management Management Management Management Management Management	8 9 2a 2b	Change in Company Name Elect John C. Gillam Re-elect Nicholas R. Collishaw Remuneration Report	For	For	For For Against	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness raises concerns around the future pipeline of the Company in developments and thus origination into the funds management business. Key executives need to be held accountable for poor performance as it has been an unacceptable outcome for shareholders. Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness
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Australia	Incitee Privat Incite	12/19/024 12/19/024 12/19/024 12/19/024 11/15/024 11/15/024 11/15/024 11/15/024 11/15/024 11/15/024	Management	3 3 4 4 5 6 6 7 7 2 2 3 3 3	Change in Company Name Elect John C. Gillam Re-elect Nicholas R. Collishaw Remuneration Report Equity Grant (MD/CEO Anthony Lombardo - TA) Equity Grant (MD/CEO Anthony Lombardo - LTA) Renew Proportional Takeover Provisions Board Spill (Conditional Resolution) Remuneration Report Re-elect Catherine (Calthy Kovacs Re-elect Catherine (Calthy Kovacs Re-elect Catherine (Calthy Kovacs Re-elect Catherine (Calthy Kovacs	For	For	For For Against Against Against For Against For For For For For For For	Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness raises concerns around the future pipeline of the Company in developments and thus origination into the funds management business. Key executives need to be held accountable for poor performance as it has been an unacceptable outcome for shareholders. Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness raises concerns around the future pipeline of the Company in developments and thus origination into the funds management business. Key executives need to be held accountable for poor performance as it has been an unacceptable outcome for shareholders. Whilst we appreciate the efforts to restructure, simplify and improve the returns of the Company, shrinking to greatness raises concerns around the future pipeline of the Company in developments and thus origination into the funds management business.

Australia	Medibank Private Limited	11/13/2024	Management	2	Re-elect Gerard Dalbosco	For	For	For		Annual
Australia	Medibank Private Limited	11/13/2024	Management	3	Elect Jay Weatherill	For	For	For		Annual
									As MPL has delivered an average adjusted NTA growth per share over 5yrs (our preferred metric for company performance)	
									that is not in the bottom quartile of the ASX200 cohort, there is no immediate reason to vote against the remuneration report.	
									We would prefer more disclosure of the STI targets, we commend the implementation of clawback/malus policy, increased	
									deferral periods for STI and LTI and minimum shareholding requirements - all of which seek to better align the executives with shareholders. We note that the CEO's variable remuneration includes deferral out to six years, although our preference	,
									is for longer. The total quantum of the CEO's remuneration is high especially in light of the increase of the maximum	·
									opportunity from 150% to 175% of fixed remuneration for the CEO in EY25 (and 65% to 75% of fixed rem for Executive KMP)	
									although it is not greatly out of line with similar sized companies or those in similar industries in the ASX50.	
stralia	Medibank Private Limited	11/13/2024	Management	4	Remuneration Report	For	For	For		Annual
stralia	Medibank Private Limited	11/13/2024	Management	5	Equity Grant (MD/CEO David Koczkar)	For	For	For		Annual
stralia	Medibank Private Limited	11/13/2024	Management	6	Amendment to Constitution	For	For	For		Annual
stralia	Medibank Private Limited	11/13/2024	Management	7	Approve Increase in NEDs' Fee Cap	Undetermined	For	For		Annual
stralia	Metcash Ltd.	9/13/2024	Management	2	Re-elect Margie Haseltine	For	For	For		Annual
									While remuneration for the CEO is now relatively aggressive, the key issues surround the lowering of the ROFE gates for	
									incentive payments and earnings growth targets given significant recent acquisition activity. We believe targets are	
									reasonable given the maturity of the business and the competitive landscape, however, we have continued to question	
									however, we are raising concerns with acquisition activity and the creeping levels of remuneration with the Board.	
stralia	Metcash Ltd.	9/13/2024	Management	3	Remuneration Report	For	For	For		Annual
stralia	Metcash Ltd.	9/13/2024	Management	4	Equity Grant (CEO Douglas Jones)	For	For	For	While we believe remuneration levels are moving to the higher end, we are voting in favour of the equity grant	Annual
stralia	Metcash Ltd.	9/13/2024	Management	5	Approve Financial Assistance	For	For	For		Annual
tralia	National Australia Bank Limited	12/18/2024	Management	1	Elect Warwick Hunt	For	For	For		Annual
tralia	National Australia Bank Limited	12/18/2024	Management	2	REMUNERATION REPORT	For	For	For		Annual
		1		1		1			We would prefer the grant be tested against fundamental value (nta / share growth) rather than relative equity market	
tralia	National Australia Bank Limited	12/10/2024	Managament	24	Equity Grant (MD/CEO Deferred Birds	For	For	Againet	performance, as the former is more in the direct control of management than the latter.	Annual
stralia		12/18/2024	Management	1-,	Equity Grant (MD/CEO Deferred Rights)		1.51	Against	We would prefer the grant be tested against fundamental value (nta / share growth) rather than relative equity market	runiuat
		1		1		1			performance, as the former is more in the direct control of management than the latter.	
stralia	National Australia Bank Limited	12/18/2024	Management	3B	Equity Grant (MD/CEO Performance Rights)	For	For	Against	and the second s	Annual
		1		1		1	1	- Separate S		
		1		1		1			We believe NAB already provide detailed disclosures on their methodologies to assess customer transition plans	
stralia	National Australia Bank Limited	12/18/2024	ShareHolder	5A	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against	Against		Annual
tralia	National Australia Bank Limited	12/18/2024	ShareHolder	5B	Shareholder Proposal Regarding Transition Plan Assessments	Against	Against	Against	We believe NAB already provide detailed disclosures on their methodologies to assess customer transition plans	Annual
tralia	Orica Ltd.	12/17/2024	Management	2	Re-elect Denise Gibson	For	For	For		Annual
tralia	Orica Ltd.	12/17/2024	Management	3	Remuneration Report	For	For	For	+	Annual
tralia	Orica Ltd.	12/17/2024	Management	4	Equity Grant (MD/CEO Sanjeev Gandhi) Approve Termination Benefits	For	For	For		Annual
tralia tralia	Orica Ltd.	12/17/2024	Management	5	Re-elect Ilana R. Atlas	For For	For	For		Annual Annual
tralia	Origin Energy Limited Origin Energy Limited	10/16/2024	Management Management	2	Re-elect Michael J. McCormack	For	For	For		Annual
tralia	Origin Energy Limited	10/16/2024	Management	4	Re-elect Scott R. Perkins	For	For	For		Annual
tralia	Origin Energy Limited Origin Energy Limited	10/16/2024	Management	5	Re-elect Joan Withers	For	For	For		Annual
tralia	Origin Energy Limited	10/16/2024	Management	6	Elect Deion Campbell	For	For	For		Annual
									ORG has performed well through the past year and especially so given the disruption caused by a bid. For the size and	
									complexity of the group the remuneration is not excessive, and in Octopus a large investment has been made which has	
									generated significant unrealised value which re-inforces the appropriateness of the remuneration.	
stralia	Origin Energy Limited	10/16/2024	Management	7	Remuneration Report	For	For	For		Annual
stralia	Origin Energy Limited	10/16/2024	Management	8	Equity Grant (MD/CEO FY25 LTI)	For	For	For		Annual
stralia	Origin Energy Limited	10/16/2024	Management	9	Post-Employment/Severance Agreements	For	For	For		Annual
stralia	QBE Insurance Group Ltd.	5/9/2025	Management	2	Remuneration Report	For	For For	For		Annual
stralia	QBE Insurance Group Ltd. QBE Insurance Group Ltd.	5/9/2025	Management Management	4a	Equity Grant (Group CEO Andrew Horton) Re-elect Yasmin Allen	For	For	For		Annual
stralia	QBE Insurance Group Ltd.	5/9/2025	Management	4b	Elect Neil Maidment	For	For	For		Annual
stralia	QBE Insurance Group Ltd.	5/9/2025	Management	5	Adopt Amended Constitution	For	For	For		Annual
tralia	QBE Insurance Group Ltd.	5/9/2025	Management	6	Renew Proportional Takeover Provisions	For	For	For		Annual
									We support the use of cash ROIC as an LTI measure change from FY25 onwards, and for it to account for the accounting	
					l .				standard changes. Given the share price performance, we support the no increases to management and the board. We	
									would like to see execution on outcomes before seeing any step-up in remuneration.	
stralia	Ramsay Health Care	11/26/2024	Management	2	Remuneration Report	For	For	For		Annual
stralia	Ramsay Health Care	11/26/2024	Management	2	Remuneration Report	For	For	For	would like to see execution on outcomes before seeing any step-up in remuneration.	
stralia	Ramsay Health Care	11/26/2024	Management	2	Remuneration Report	For	For	For	would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in	
stralia	Ramsay Health Care	11/26/2024	Management	2	Remuneration Report	For	For	For	would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in management and the board, with a reviewed focus on ROIC. We would like to continue to see this execution of strategy to	
	·			2		For	For	For	would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in	in
tralia tralia tralia	Ramsay Health Care	11/26/2024 11/26/2024 11/26/2024	Management	3.1	Remuneration Report Re-elect David Thodey Re-elect Claudia Süssmuth Dyckerhoff	For For	For For	For For	would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in management and the board, with a reviewed focus on ROIC. We would like to continue to see this execution of strategy to	
tralia	·	11/26/2024		3.1 3.2 3.3	Re-elect David Thodey	For For For	For For For	For For For	would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in management and the board, with a reviewed focus on ROIC. We would like to continue to see this execution of strategy to	in Annual
tralia tralia	Ramsay Health Care	11/26/2024 11/26/2024	Management Management		Re-elect David Thodey Re-elect Claudia Süssmuth Dyckerhoff				would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in management and the board, with a reviewed focus on ROIC. We would like to continue to see this execution of strategy to	Annual Annual
tralia tralia tralia	Ramsay Health Care Ramsay Health Care Ramsay Health Care	11/26/2024 11/26/2024 11/26/2024	Management Management Management		Re-elect David Thodey Re-elect Claudia Süssmuth Dyckerhoff Elect Helen Kurincia				would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in management and the board, with a reviewed focus on ROIC. We would like to continue to see this execution of strategy to	Annual Annual Annual
ralia ralia ralia ralia	Ramsay Health Care Ramsay Health Care Ramsay Health Care Ramsay Health Care	11/26/2024 11/26/2024 11/26/2024	Management Management Management Management		Re-elect David Thodey Re-elect Claudia Süssmuth Dyckerhoff Elect Helen Kurincic Equity Grant (MD/CEO Natalie Davis)	For	For	For	would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in management and the board, with a reviewed focus on ROIC. We would like to continue to see this execution of strategy to return margins towards pre-covid levels and considered investments towards focusing on those best yielding assets.	Annual Annual Annual Annual
ralia ralia ralia ralia ralia	Ramsay Health Care	11/26/2024 11/26/2024 11/26/2024 11/26/2024 11/26/2024	Management Management Management Management Management Management		Re-elect David Thodey Re-elect Claudia Süssmuth Dyckerhoff Elect Helen Kurincia Equity Grant (MD/CEO Natalie Davis) Renew Proportional Takeover Provisions	For For	For For	For For	would like to see execution on outcomes before seeing any step-up in remuneration. We have started to see changes across management and the board since Thodey's appointment to Chairman, with change in management and the board, with a reviewed focus on ROIC. We would like to continue to see this execution of strategy to return margins towards pre-covid levels and considered investments towards focusing on those best yielding assets.	Annual Annual Annual Annual Annual
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March Marc	Australia	RIO Tinto Ltd.	5/1/2025	Management	14	Re-elect Ngaire Woods	For	For	For		Annual
Column	Australia	Santos Ltd	4/10/2025	Management	2A	Re-elect Michael Utsler	For	For	For		Annual
Column	Australia	Santos Ltd	4/10/2025	Management	2B	Re-elect Musje Werror	For	For	For		Annual
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Company Comp	Australia	Seven Group Holdings Limited	11/14/2024	Management	5			For			Annual
## April 1997 Property Proper	Australia	Seven Group Holdings Limited	11/14/2024	Management	6	Approve Potential Termination Benefits	For	For	For		Annual
ACTION 1000 1000 Page 12	Australia	Seven Group Holdings Limited	11/14/2024	Management	7	Amendments to Constitution	For	For	For		Annual
April	Auetralia	Sonie Hoaltheare	11/10/2024	Managament		Do alort Kata Sparro	Ear	For	Assinet	one more year, it is better to move forward to building the incoming new team than delay it. The short outlook of one more	Appual
Amenination	Austratia	Sonic Realtricate	11/19/2024	Management	1	ne-etect kate Spargo	roi	rui	Agailist		Alliudt
Manual 1	Australia	Sonic Healthcare	11/19/2024	Management	2	Remuneration Report	For	For	Against	ROIC target of low to mid teens within 3 years is hard to see as the company has spent almost \$2b in the past three years and EBIT levels have not grown over the same periods. 20% of the annual bonus was still paid as management hit a revised,	Annual
March Marc											
	Australia	Sonic Healthcare	11/19/2024	Management	3	Approve Increase in NEDs' Fee Cap	For	For	Against	in the cap to fund it. The board currently has eight non-executive directors and another two executive directors. We feel this is	Annual
Account Proceedings Procedings Proceedings Procedings Proceedings Proced				Management	4		For	For			
March Marc			11/10/2024	Management	5						
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March Marc	Australia	Suncorp Group Limited	10/22/2024	Management		Elect Gillian Brown					Annual
American	Australia	Suncorp Group Limited	10/22/2024	Management	4b	Re-elect Sylvia Falzon	For	For	For		Annual
August Compress	Australia	Suncorp Group Limited	10/22/2024	Management		Re-elect Christine McLoughlin		For			Annual
Acade Comp Companied 1977-20 Companied 1977-20 Companied Compani	Australia	Suncorp Group Limited	10/22/2024	Management	4d	Re-elect Lindsay Tanner	For	For	For		Annual
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We shall be a served of the company of the compan		Suncorp Group Limited	10/22/2024		5	Approve Increase in NEDs' Fee Cap	Undetermined	For	For		
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Activation Method Composition	Australia Australia Australia	Suncorp Group Limited Suncorp Group Limited	10/22/2024	Management Management Management	5 6	Renew Proportional Takeover Provisions REMUNERATION REPORT	For	For	For	similar ASX100 financial organisations, putting it on the high side, for an average financial performance vs industry and ASX100 peers. The award of 20% of STI to executives as a one-off payment for completion of Suncorp Bank sale could be seen as ex-gratia payments for executives doing their day job. However given the size, scale and complexity of the Suncorp Bank deal including regulatory hurdes, an extended timeframe, capital and stranded cost complexities, we feel that is not	Annual Annual Annual
Autoritian Total Cooperation 1915/2026 Management 6 Expl Cont (MCCC) Well Register) For	Australia Australia Australia Australia Australia	Suncorp Group Limited Suncorp Group Limited Suncorp Group Limited Suncorp Group Limited	10/22/2024 10/22/2024 10/22/2024	Management Management Management Management Management	7 8	Renew Proportional Takeover Provisions REMUNERATION REPORT Equity Grant (MD/CEO Steven Johnston)	For For	For For For	For For	similar ASX100 financial organisations, putting it on the high side, for an average financial performance vs industry and ASX100 peers. The award of 20% of STI to executives as a one-off payment for completion of Suncorp Bank sale could be seen as ex-gratia payments for executives doing their day job. However given the size, scale and complexity of the Suncorp Bank deal including regulatory hurdes, an extended timeframe, capital and stranded cost complexities, we feel that is not	Annual Annual Annual Annual Annual
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Australia Westpac Banking Corp 12/13/2024 Management 5b Re-elect Margiaret (Margie) L. Seale For For For For	Australia Australia	Suncorp Group Limited Suncorp Group Limited Suncorp Group Limited Suncorp Group Limited Telestra Corporation Tensurban Group Tensurban	10/22/2024 10/22/2025 5/11/2025 5/11/2025 5/11/2025 5/11/2025 10/21/2025	Management	5 6 8 33 34 44 45 5 6 6 2A 2B 2C 2D 2D 3 3 4 4 5 5 6 6 7 7 C 2C 3 3 4 4 5 5 6 6 7 7 C 2C 3 3 4 4 5 5 6 6 7 7 C 2C 3 3 4 4 5 5 5 6 6 7 7 C 2C 3 3 4 4 5 5 5 6 6 7 7 C 2C 3 3 4 4 5 5 2A 5 5 6 6 7 7 C 2C 3 3 4 4 5 5 2A 5 6 6 7 7 C 2C 3 3 4 4 5 5 2A 5 6 6 7 7 C 2C 3 3 4 4 5 5 2A 5 6 7 7 C 2C 3 3 4 4 5 5 2A 5 6 7 7 C 2C 3 3 4 4 5 5 2A 5 6 7 7 C 2C 3 3 4 4 5 5 2A 5 6 7 7 C 2C 3 3 4 4 5 5 2A 5 6 7 7 C 2C 3 3 4 4 5 5 2A 5 7 C 2C 2C 3 3 4 4 5 5 2A 5 7 C 2C 2C 3 3 4 4 5 5 2A 5 7 C 2C 2C 3 3 4 4 5 5 2A 5 7 C 2C 2C 3 3 4 4 5 5 2A 5 7 C 2C 2C 3 3 4 4 5 5 2A 5 7 C 2C 2C 3 3 4 4 5 5 2A 5 7 C 2C 2C 3 3 4 4 5 5 2A 5 7 C 2C 2	REMUNERATION REPORT Equity Crant (MO/ECS Steven Johnston) Re-leace Roy I. Nestwart Equity Crant (MO/ECS Oscen Johnston) Re-leace Roy I. Nestwart Equity Crant (MO/ECS Vecki Brady - Restricted Shares) Equity Crant (MO/ECS Vecki Brady - Restricted Shares) Equity Crant (MO/ECS Vecki Brady - Performance Rights) REPUNERATION REPORT REPUNERATION REPORT Re-leact Crain (Auditor) Re-leact Crain (Auditor) Re-leact Crain (Auditor) Re-leact Crain (Mo/ECS Michelle Jablito) Remuneration Report Re-leact Samet Report Re-leact Samet Report Re-leact Samet Renotal Eleact Angus McNaughton Eleact Angus McNaughton Remuneration Report Remuneration Report Remuneration Report Re-leact Samet Renotal Eleact Angus McNaughton Remuneration Report Re-leact Alamon M Walkins Belect Kate Munnings Relect Alamon M Walkins Reduneration Report Remuneration Remuneration Remuneration Report Remuneration Remunerat	For	For	For	similar ASX.00 financial organisations, putting it on the high side, for an awrage financial performance vs industry and ASX.00 peers. The award of 20% of 10 to executive as an energia performance vs industry and several performance vs industry and ASX.00 peers. The award of 20% of 10 to executive as an energia performance organisations, but the Suncorp Bank sale could be seen as ex-grata payments for executives doing their day job. However given the size, scale and complexity of the Suncorp Bank deal including regulatory hurdles, an extended timeframe, capital and stranded cost complexities, we feel that is not urreasonable. TCL executives in absolute dollars paid are not paid excessively (roughly A\$2.5m for CEO and A\$1.5m for direct reports), and hence on balance we support the resolution TCL executives in absolute dollars paid are not paid excessively (roughly A\$2.5m for CEO and A\$1.5m for direct reports), and hence on balance we support the resolution We believe that, given the head of the Audit committee and CFO are alumnus of the auditor that there is a Conflict of Interest We would prefer incentives be tested against fundamental value (rta / share growth) rather than relative equity market We would prefer incentives be tested against fundamental value (rta / share growth) rather than relative equity market	Annual
	Australia	Sancorp Group Limited Sancorp Group Limited Sancorp Group Limited Sancorp Group Limited Telestra Corporation Transurban Group Wesport Group Wesport Group Westarrers Limited Wesfarrers Limited	10/22/2024 10/22/2024 10/22/2024 10/22/2024 10/22/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/15/2024 10/22/2024	Management	5 6 6 7 8 8 33 44 4 2 2 33 35 35 36 5 6 6 7 7 2 2 3 3 4 4 5 5 6 6 7 7 2 2 6 3 3 4 4 2 2 3 3 3 5 5 6 6 7 7 2 2 6 3 3 4 4 5 5 6 6 7 7 2 2 6 3 3 4 4 5 5 6 6 7 7 2 2 6 3 3 4 4 5 5 6 6 7 7 2 2 6 3 3 4 4 5 5 6 6 7 7 2 2 6 3 3 4 4 5 5 6 6 7 7 2 2 6 3 3 4 4 5 5 6 6 7 7 2 2 6 3 3 4 5 5 6 6 7 7 2 2 6 3 3 4 5 5 6 6 7 7 2 2 6 3 3 4 5 5 6 6 7 7 2 2 6 3 3 4 5 5 6 6 7 7 2 2 6 3 3 4 5 5 6 6 7 7 2 2 6 3 3 4 5 5 6 6 7 7 2 2 6 3 3 4 5 5 6 6 7 7 2 2 6 3 3 4 5 5 6 6 7 7 2 2 6 7	REMUNERATION REPORT Equity Grant (MD/CEO Steven Johnston) Re-elect Roy+t Chestmutt Equity Grant (MD/CEO Steven Johnston) Re-elect Roy+t Chestmutt Equity Grant (MD/CEO Steven Johnston) Re-elect Roy+t Chestmutt Appointment of Auditor Elect Gary Lannon Re-elect Craig Drummond Re-elect Graig Drummond Re-elect Graig Drummond Re-elect Timbly Reed Re-elect Januer (MD/CEO Michelle Jabiko) Remuneration Report Re-elect Januer (MD/CEO Michelle Jabiko) Remuneration Report Re-elect Januer Report Re-elect Januer (MD/CEO Herber Huddle) REMUNERATION REPORT Re-elect State MacConable Elect Angus McNaughton Energy Proportional Takeover Provisions (Company) Renew Proportional Takeover Provisions (Trust) Elect Fleetich (Tum) von Ourteen Approve Increase in NEDS Fee Cap Remuneration Report Equity Grant (MD/CEO Report Pavards) Re-elect Alson Mauditor REMUNERATION REPORT Equity Grant (MD/CEO Report Pavards) Re-elect Alson Mauditor REMUNERATION REPORT	For	For	For	similar ASX.00 financial organisations, putting it on the high side, for an awrage financial performance vs industry and ASX.00 peers. The award of 20% of 10 to executive as an energia performance vs industry and several performance vs industry and ASX.00 peers. The award of 20% of 10 to executive as an energia performance organisations, but the Suncorp Bank sale could be seen as ex-grata payments for executives doing their day job. However given the size, scale and complexity of the Suncorp Bank deal including regulatory hurdles, an extended timeframe, capital and stranded cost complexities, we feel that is not urreasonable. TCL executives in absolute dollars paid are not paid excessively (roughly A\$2.5m for CEO and A\$1.5m for direct reports), and hence on balance we support the resolution TCL executives in absolute dollars paid are not paid excessively (roughly A\$2.5m for CEO and A\$1.5m for direct reports), and hence on balance we support the resolution We believe that, given the head of the Audit committee and CFO are alumnus of the auditor that there is a Conflict of Interest We would prefer incentives be tested against fundamental value (rta / share growth) rather than relative equity market We would prefer incentives be tested against fundamental value (rta / share growth) rather than relative equity market	Annual
	Australia	Suncorp Group Limited Suncorp Group Limited Suncorp Group Limited Suncorp Group Limited Telestra Corporation Telestra Group Telestra G	10/22/2024 10/22/2024 10/22/2024 10/22/2024 10/22/2024 10/22/2024 10/22/2024 10/15/2024 10/22/2025 5/11/2025 5/11/2025 5/11/2025 5/11/2025 10/21/2025	Management	5 6 6 7 8 8 3 3 4 4 4 4 5 5 6 6 2 A 2 6 2 6 2 A 2 6 5 6 6 7 7 2 6 6 7 7 2 6 7 7 2 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7	REMUNERATION REPORT Equity Crant (MO/ECS Steven Johnston) Re-leack Rey I, best-lead to the Steven Johnston) Re-leack Rey I, best-lead to the Steven Johnston) Re-leack Rey I, best-lead to the Steven Johnston (Steven Johnston) Re-leack Rey I, best-lead to the Steven Johnston (Steven Johnston) REPUNERATION REPORT REPUNERATION REPORT Re-leack Claric Device Visit Resid (Steven Johnston) Re-leack Claric Device (Steven Johnston) Re-leack Total (MO/ECO Michelle Jablito) Remuneration Report Re-leack Same Renoil Eleack All (Steven Johnston) Re-leack Same Renoil Eleack All (Steven Johnston) Remoneration Report Remoneration Remoneration Remoneration Remoneration R	For For For For For For For For	For For For For For For For For	For	similar ASX.00 financial organisations, putting it on the high side, for an awrage financial performance vs industry and ASX.00 peers. The award of 20% of 10 to executive as an energia performance vs industry and several performance vs industry and ASX.00 peers. The award of 20% of 10 to executive as an energia performance organisations, but the Suncorp Bank sale could be seen as ex-grata payments for executives doing their day job. However given the size, scale and complexity of the Suncorp Bank deal including regulatory hurdles, an extended timeframe, capital and stranded cost complexities, we feel that is not urreasonable. TCL executives in absolute dollars paid are not paid excessively (roughly A\$2.5m for CEO and A\$1.5m for direct reports), and hence on balance we support the resolution TCL executives in absolute dollars paid are not paid excessively (roughly A\$2.5m for CEO and A\$1.5m for direct reports), and hence on balance we support the resolution We believe that, given the head of the Audit committee and CFO are alumnus of the auditor that there is a Conflict of Interest We would prefer incentives be tested against fundamental value (rta / share growth) rather than relative equity market We would prefer incentives be tested against fundamental value (rta / share growth) rather than relative equity market	Annual

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Australia	Westpac Banking Corp	12/13/2024	ShareHolder	6a	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against	Against	We believe Westpac already provide detailed disclosures on their methodologies to assess customer transition plans	Annual
Australia	Westpac Banking Corp	12/13/2024	ShareHolder	6b	Shareholder Proposal Regarding Transition Plan Assessments	Against	Against	Against	We believe Westpac already provide detailed disclosures on their methodologies to assess customer transition plans	Annual
Accetection	Woodside Energy Group Ltd	5/8/2025	Management	2-	Re-elect Ann D. Pickard	Fee.	Against	Against	We vote against the re-election of Ann Pickard as a director given what we perceive to be poor capital allocation decisions and management of climate transition risk/energy transition risk.	
	Woodside Energy Group Ltd	5/8/2025	Management	2b	Re-elect Ben Wyatt	For	For	For	and management or cumate transition risk/energy transition risk.	Annual
	Woodside Energy Group Ltd	5/8/2025	Management	2c	Elect Anthony (Tony) M. O'Neill	For	For	For		Annual
	Woodside Energy Group Ltd	5/8/2025	Management	3	REMUNERATION REPORT	For	For	For		Annual
	Woodside Energy Group Ltd	5/8/2025	Management	4	Equity Grant (MD/CEO Meg O'Neill)	For	For	For		Annual
	Woodside Energy Group Ltd Woolworths Group Limited	5/8/2025 10/31/2024	Management Management	5	Renew Proportional Takeover Provisions Remuneration Report	For	For	For		Annual Annual
	Woolworths Group Limited	10/31/2024	Management	3a	Re-elect Maxine Brenner	For	For	For		Annual
	Woolworths Group Limited	10/31/2024	Management	3b	Re-elect Philip Chronican	For	For	For		Annual
	Woolworths Group Limited	10/31/2024	Management	4	Equity Grant (MD/CEO Amanda Bardwell)	For	For	For		Annual
Australia	Woolworths Group Limited	10/31/2024	Management	5	Board Spill Resolution (Conditional)	Against	Against	Against	Not in shareholder best interests.	Annual
		1			L				L	l
Australia	Woolworths Group Limited	10/31/2024	ShareHolder	6a	Shareholder Proposal Regarding Facilitating Nonbinding Proposals	Against	Against	Against	We do not intend to support the non-binding proposals. Rationale is detailed in notes on specific proposals. Reporting and auditing requirements for the vast array of suppliers to supermarkets need to be proportionate as they can add	Annual
									to operational costs. We strongly agree with the importance of maintaining good quality and sustainable supply chains and are engaging with Woodworths on their progress with their nature targets, including with respect to sustainable sourcing. We note that the company has a wide range of sourcing activity and think the company is committed to make progress in assessing their risks impacts and dependencies on nature and therefore don't believe this resolution is an appropriate way to	
Australia	Woolworths Group Limited	10/31/2024	ShareHolder	6b	Shareholder Proposal Regarding Report on Impacts of Farmed Seafood	Against	Against	Against	address this issue at this time.	Annual
					Shareholder Proposal Regarding Ceasing to Procure Farmed Salmon				While in no way diminishing the importance of the wildlife issues surrounding Macquarie Harbour, we do not believe it is appropriate to recommend sourcing strategy to company management. We have taken steps to understand the companies' approach to assessing risk from sourcing sationed from the Alexquarie Harbour, We hope the government investigation.	
	Woolworths Group Limited	10/31/2024	ShareHolder	6c	from Macquarie Harbour	Against	Against	Against	provides clarity on the best path forward and will continue to engage with the company.	Annual
	Worley Limited	11/21/2024	Management	2a	Re-elect Thomas J. Gorman	For	For	For	<u> </u>	Annual
	Worley Limited Worley Limited	11/21/2024	Management Management	2b 2c	Re-elect Andrew N. Liveris Re-elect Emma R. Stein	For	For	For For		Annual Annual
	Worley Limited	11/21/2024	Management	2d	Elect Kim Gillis	For	For	For		Annual
	Worley Limited	11/21/2024	Management	2e	Elect Alison Kitchen	For	For	For		Annual
Australia	Worley Limited	11/21/2024	Management	2	Remuneration Report	Enr	For	For	We have engaged with the Company and we note the following. Worley has no close to ASX islated competitors and thus a fairer companison is vs. US or international peers - Fixed remuneration grew 5%, in line with the broader workforce albeit the dollar value is higher	Annual
	Worley Limited	11/21/2024	Management	3 4	Equity Grant - DEP (MD/CEO Robert Christopher Ashton)	For	For	For		Annual Annual
	Worley Limited	11/21/2024	Management	5	Equity Grant - ESP (MD/CEO Robert Christopher Ashton)	For	For	For		Annual
	Worley Limited	11/21/2024	Management	6	Approval of the Employee Share Plan	For	For	For		Annual
Australia	Mades I inited	11/21/2024	Management	7	Amendamento Constitution	F	Arrings	Accions	We agree with the Board that the current board size is appropriate however we do not feel amending the constitution is necessary given the current board set falls below the maximum allowed directors. The current constitution allows the number of directors to be less than the maximum number of allowed directors.	Annual
	Worley Limited James Hardie Industries plc	8/8/2024	Management	1	Amendment to Constitution Accounts and Reports	For	Against	Against For		Annual
Ireland	James Hardie Industries plc	8/8/2024	Management	2	Remuneration Report	For	For	Against	IHX has for many years built a strong franchise with durable and high returns on sales and capital by focusing upon organic sales growth driven by product innovation and value based pricing, along with a strong focus on operational and capital efficiency. Management in recent times have walked away from all of these strategic pillars, with a bast lowards the prospect of large scale M and A, and a dismissive attitude towards the benefit of operational and capital efficiency. Last year, for the first time in decades, fibre cement lost share in the US market as a siding material as management titled HX product prices aggressively. Psying large amounts for results that are largely the benefit of an endowment that is now being less valued by the incumbents does not appear logical in terms of incenting behaviours that are likely to see the next generation of HX management lett with an equally storog or stronger endowment.	Annual
	James Hardie Industries plc	8/8/2024	Management	3.a	Elect John Pfeifer	For	For	For	0	Annual
Ireland	James Hardie Industries plc	8/8/2024	Management	3.b	Re-elect Persio Lisboa	For	For	For		Annual
Ireland	James Hardie Industries plc	8/8/2024	Management	3.c	Re-elect Suzanne Rowland	For	For	For		Annual
Ireland	James Hardie Industries plc James Hardie Industries plc	8/8/2024	Management	4	Authorise Board to Set Auditor's Fees	For	For	For		Annual
	James Hardie Industries ptc James Hardie Industries ptc	8/8/2024 8/8/2024	Management Management	6	Approve Equity Incentive Plan 2001 Approve Long-Term Incentive Plan 2006	For For	For	For		Annual Annual
Ireland	James Hardie Industries plc	8/8/2024	Management	7	Equity Grant (CEO Aaron Erter - FY2025 ROCE RSUs)	For	For	For		Annual
Ireland	James Hardie Industries plc	8/8/2024	Management	8	Equity Grant (CEO Aaron Erter - FY2025 TSR RSUs)	For	For	For		Annual
Ireland	James Hardie Industries plc	8/8/2024	Management	9	Equity Grant (NED John Pfeifer)	Undetermined	For	For		Annual
	Chorus Limited	10/24/2024	Management	1	Re-elect Miriam Dean	For	For	For		Annual
New Zealand New Zealand	Chorus Limited Chorus Limited	10/24/2024	Management	3	Elect Neal Barclay Approve Increase in NEDs' Fee Cap	For Undetermined	For	For		Annual Annual
	Chorus Limited Chorus Limited	10/24/2024	Management Management	4	Authorise Board to Set Auditor's Fees	Undetermined	For	For		Annual
New Zealand	Contact Energy Ltd	11/13/2024	Management	4	Authorise Board to Set Auditor's Fees	For	For	For		Annual
New Zealand	Contact Energy Ltd	11/13/2024	Management	1	Re-elect Sandra Dodds	For	For	For		Annual
New Zealand	Contact Energy Ltd	11/13/2024	Management	2	Re-elect Jon Macdonald	For	For	For		Annual
New Zealand	Contact Energy Ltd	11/13/2024	Management	3	Elect David Gibson	For	For	For	The board has presided over a significant destruction of value in recent years. We have persistently asked for a change in strategy and capital allocation to pre-empt some of this value destruction. The board decided to follow a different path, to the significant cost of shareholders. Whilst some change on the board has occurred, the remaining, longer serving board members also need to accept accountability.	Annual
1				1	1		1	Against		
	Fletcher Building Limited	10/23/2024	Management	1	Re-elect Catherine (Cathy) A. Quinn	For	For	Against		Annual
New Zealand	Fletcher Building Limited	10/23/2024	Management	1 2	Elect Tony Dragicevich	For For	For	For		Annual
New Zealand New Zealand	Fletcher Building Limited Fletcher Building Limited	10/23/2024 10/23/2024	Management Management	1 2 3	Elect Tony Dragicevich Elect Andrew Reding	For For For	For For	For For		Annual Annual
New Zealand New Zealand New Zealand	Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited	10/23/2024 10/23/2024 10/23/2024	Management Management Management	1 2 3 4	Elect Tony Dragleowich Elect Andrew Beding Appointment of Auditor and Authority to Set Fees			For For	Far too much has been paid for far too long to former executives (which was why we consistently voted against remuneration in those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in recent years clearly bearing no relationship to the financial position of the company, hence the need for the recent explaint raise.	Annual Annual Annual
New Zealand New Zealand New Zealand	Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited	10/23/2024 10/23/2024 10/23/2024 10/23/2024	Management Management Management Management Management	1 2 3 4	Elect Tony Dragicevich Elect Andrew Reding Appointment of Auditor and Authority to Set Fees Remuneration Report	For For	For	For For For	in those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in recnet years clearly bearing no relationship to the financial position of the company, hence the need for	Annual Annual Annual
New Zealand New Zealand New Zealand New Zealand United States	Fletcher Building Limited Alcoa Corp	10/23/2024 10/23/2024 10/23/2024	Management Management Management Management Management Management	1 2 3 4 4 5 1A 1B	Elect Tony Dragleowich Elect Andrew Beding Appointment of Auditor and Authority to Set Fees			For For Against For	in those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in recnet years clearly bearing no relationship to the financial position of the company, hence the need for	Annual Annual Annual
New Zealand New Zealand New Zealand New Zealand United States United States	Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 5/9/2025	Management Management Management Management Management		Elect Tony Dragleowich Elect Androw Beding Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bewan	For For For	For For For	For For For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual Annual Annual Annual Annual
New Zealand New Zealand New Zealand New Zealand United States United States United States United States	Retcher Building Limited Retcher Building Limited Retcher Building Limited Retcher Building Limited Alcoa Corp Alcoa Corp Alcoa Corp Alcoa Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 5/9/2025 5/9/2025 5/9/2025	Management	1B 1C 1D	Elect Tony Dragleneich Elect Andrew Rednig Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bevan Elect Mary Anne Citrino Elect Mary Anne Citrino Elect Ristair Field Elect Passquale Fiore	For For For For For For For	For For For For For For For For For	For For Against For Against For For For For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual
New Zealand New Zealand New Zealand New Zealand New Zealand United States United States United States United States United States	Fletcher Bullding Limited Fletcher Bullding Limited Fletcher Bullding Limited Fletcher Bullding Limited Alcoa Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 5/9/2025 5/9/2025 5/9/2025 5/9/2025	Management	1B 1C 1D 1E	Elect Tony Dragleowich Elect Androw Meding Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bevan Elect Many Anne Citrino Elect Many Anne Citrino Elect Alstar Field Elect Pasquale Fiore Elect Thomas J. Coman	For	For	For For Against For Against For For For For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual
New Zealand New Zealand New Zealand New Zealand New Zealand United States	Retcher Building Limited Retcher Building Limited Retcher Building Limited Retcher Building Limited Alcoa Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025	Management	1B 1C 1D 1E 1F	Elect Tony Dragleevich Elect Andrew Reding Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bevan Elect Mary Anne Citrino Elect Alstair Field Elect Pasquale Fore Elect Pasquale Fore Elect Possonale Sorman Elect Lines A. Hughes	For	For	For For Against For Against For For For For For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual
New Zealand United States	Fletcher Bullding Limited Fletcher Bullding Limited Fletcher Bullding Limited Fletcher Bullding Limited Alcoa Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025	Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management	1B 1C 1D 1E 1F	Elect Tony Dragleowich Elect Androw Meding Appointment of Auditor and Authority to Sart Fees Remuneration Report Elect John A. Bevan Elect John A. Bevan Elect Alstar Field Elect Alstar Field Elect Passuale Fiore Elect Thomas J. Comman Elect James A. Hughes Elect Roberto O. Marques	For	For	For For Against For Against For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual
New Zealand New Zealand New Zealand New Zealand United States	Retcher Building Limited Retcher Building Limited Retcher Building Limited Retcher Building Limited Alcoa Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025	Management	1B 1C 1D 1E 1F	Elect Tony Dragleevich Elect Andrew Reding Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bevan Elect Mary Anne Citrino Elect Alstair Field Elect Pasquale Fore Elect Pasquale Fore Elect Possonale Sorman Elect Lines A. Hughes	For	For	For For Against For Against For For For For For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual
New Zealand New Zealand New Zealand New Zealand United States	Fletcher Bullding Limited Fletcher Bullding Limited Fletcher Bullding Limited Fletcher Bullding Limited Alcoa Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025	Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management	1B 1C 1D 1E 1F	Elect Tony Dragleevich Elect Androw Heding Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bevan Elect Mary Anne Citrino Elect Alistair Field Elect Pasquale Fiore Elect Pasquale Fore Elect Amusa F. Hughes Elect Bobert O. Marques Elect Bobert O. Marques Elect William F. Oplinger	For	For	For For Against For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual
New Zealand New Zealand New Zealand New Zealand New Zealand New Zealand United States	Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited Alcoal Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025	Management	1B 1C 1D 1E 1F 1G 1H	Elect Tony Dragleowich Elect Androw Meding Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bevan Elect Natry Arine Cottino Elect Many Arine Cottino Elect Alsay Coman Elect Alsay Coman Elect Alsay Coman Elect Alsay Control Cottino Elect Alsay Cottino Elect Androw Elec	For	For	For For For Against For Against For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual
New Zealand New Zealand New Zealand New Zealand New Zealand United States	Retcher Building Limited Retcher Building Limited Retcher Building Limited Retcher Building Limited Alcos Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025	Management	18 1C 1D 1E 1F 1G 1H 1I	Elect Tony Dragleevich Elect Andrew Heding Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bevan Elect Mary Anne Citrino Elect Alstair Field Elect Alstair Field Elect Rasquale Fore Elect Almany Anne Citrino Elect Alstair Field Elect Pansau I. Corman Elect Romes A. Hughes Elect Romes O. Marques Elect Romes O. Folinger Elect Carol L. Roberts Elect Elect Listens P. Roberts Elect Elect Jackson P. Roberts Elect Elector Roberts Elector Robe	For	For	For For For Against For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual
New Zealand New Zealand New Zealand New Zealand New Zealand United States	Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited Fletcher Building Limited Alcoal Corp	10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2024 10/23/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025 5/9/2025	Management	18 1C 1D 1E 1F 1G 1H 1I	Elect Tony Dragleowich Elect Androw Meding Appointment of Auditor and Authority to Set Fees Remuneration Report Elect John A. Bevan Elect Natry Arine Cottino Elect Many Arine Cottino Elect Alsay Coman Elect Alsay Coman Elect Alsay Coman Elect Alsay Control Cottino Elect Alsay Cottino Elect Androw Elec	For	For	For For For Against For Against For	In those years as well). However, the opportunity exists to exert clawback, which the board has declined to exercise, despite reported earnings in more they are clearly bearing no relationship to the financial position of the company, hence the need for the recent capital raise.	Annual

United States	News Corp	11/21/2024	Management	16	Elect Masroor T. Siddiqui	For	For	Against	As the board member hired to provide input on capital market's views of Newscorp's equity, he has higher responsibility for the languishing share price relative to its sum of the parts. During his 10-year tenure little has been accomplished. One of the criticisms by the market is poor disclosure, thus his failures are further compounded as the audit chair where he oversees th financial statements and would be in a position to guide the company to better udcomes.	
United States	News Corp	11/21/2024	Management	2	Ratification of Auditor	For	For	For	8	Annual
United States	News Corp	11/21/2024	Management	3	Advisory Vote on Executive Compensation	For	For	For		Annual
United States	News Corp	11/21/2024	ShareHolder	4	Shareholder Proposal Regarding Recapitalization	Against	For	For	Shareholder rights: support for this proposal is warranted as it's in the best interests of shareholders. We believe how we have voted is in the best financial interests of our clients' investments.	Annual
									We do not believe the small equity ownership by the Murdoch family entitles them to a chair position. Lachlan might have experience within Newscorp but it has been over a period where the corporate has added very little value, and come at a significant cost through corporate overheads. Shareholders would be best served by a collapse of the dual class structure, whilst Newscorp has taken steps along this path, the progress is largely inhibited by Murdoch influence and we are voting	
United States	News Corp	11/21/2024	Management	1a	Elect Lachlan K. Murdoch	For	For	Against	against Lachlan for this reason.	Annual
United States	News Corp	11/21/2024	Management	1b	Elect Robert J. Thomson	For	For	For		Annual
United States	News Corp	11/21/2024	Management	1d	Elect José Mariá Aznar	For	Against	Against	As corporate governance committee chair, Jose has heightened responsibility for the overhang of the dual-class share structure which has impacted the companies governance and performance.	Annual
United States	Resmed Inc.	11/20/2024	Management	1a	Elect Carol J. Burt	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1b	Elect Christopher DelOrefice	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1c	Elect Jan De Witte	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1d	Elect Karen Drexler	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1e	Elect Michael J. Farrell	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1f	Elect Peter C. Farrell	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1g	Elect Harjit Gill	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1h	Elect John Hernandez	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1i	Elect Richard Sulpizio	For	Against	Against	Gender Diversity: Less than 33% of the board are female directors.	Annual
United States	Resmed Inc.	11/20/2024	Management	1j	Elect Desney Tan	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	1k	Elect Ronald Taylor	For	For	For		Annual
United States	Resmed Inc.	11/20/2024	Management	2	Ratification of Auditor	For	For	Against	Audit Tenure: Excessive auditor tenure.	Annual
United States	Resmed Inc.	11/20/2024	Management	3	Advisory Vote on Executive Compensation	For	For	For		Annual