



Annual ESG Report

ABN AMRO Funds Parnassus US ESG Equities



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I. INTRODUCTION

- Management Company: ABN AMRO Investment Solutions (AAIS)
- External investment Manager by delegation: Parnassus Investments
- Sub-Sub-Fund of ABN AMRO Funds SICAV
- Assets under management of the Sub-Sub-Fund as of 31/12/2024: € 2,4 bn¹
- Asset Class: US Equities
- Benchmark: MSCI USA²
- SFDR Article 8, AMF Significantly Engaging Approach (AMF1)

II. HUMAN RESOURCES

1. Parnassus Investments

Parnassus Investments has a robust team structure dedicated to integrating its Parnassus Principles into its investment strategies. The entire investment team is actively involved in implementing the firm's Sustainable Investment Policy, which is seamlessly integrated into the research process.

The strategy is managed by 3 portfolio managers, one of whom also hold analytical responsibilities. In addition, the broader team of analysts and portfolio managers comprises 17 professionals, with analysts taking primary responsibility for conducting in-depth ESG research at the company level.

This team is further supported by the Sustainability and Stewardship Team, which plays a critical role in advancing Parnassus's ESG strategy. This specialized team includes 4 members, such as the Managing Director of Sustainable Investment Strategy, Director and analysts. Their responsibilities encompass key ESG functions, including proxy voting, corporate engagement, drafting shareholder resolutions, and fostering partnerships with responsible investing organizations. The team also develops and refines ESG criteria, ensuring that Parnassus's investment practices remain aligned with its sustainability objectives.

2. AAIS

ESG is integrated across all business units within AAIS. However, the AAIS ESG Team plays a pivotal role in the delivery and execution of the organization's ESG strategy. The team consists of 3 full-time analysts under the supervision of the ESG Manager. Positioned within the Investment Department, led by the Chief Investment Officer, the team is instrumental in driving the implementation of the ESG strategy.

The ESG Team has a multifaceted mandate, including:

- (i) Developing and implementing the voting policy,
- (ii) Managing stakeholder engagement,

¹ In billion € equivalent (usual Currency is USD)

² Non-ESG benchmark

- (iii) Help in defining and establishing measurable ESG control parameters to evaluate investment performance, while collaborating with the Business Control Team in addressing alerts,
- (iv) Collaborating closely with the Manager Due Diligence (MDD) and Operational Due Diligence (ODD) teams to participate in the ratings of asset managers (ODD) and strategies (MDD),
- (v) Contributing to the design and structuring of AAIS mandates, and
- (vi) Supporting business development efforts, such as obtaining ESG-related labels.

While the ESG Team serves as the driving force behind ESG efforts, other key stakeholders actively contribute throughout the lifecycle of investment products:

- MDD Analyst on US Equities: One analyst allocates 40% of his time to ESG-related activities. This includes overseeing strategy development and providing detailed monitoring and oversight of ESG integration at the strategy level.
- ODD Analysts: A team of four analysts dedicates 25% of their time to reviewing the operational practices and infrastructure of delegated managers including Parnassus Investments, with a specific focus on assessing ESG integration at the firm level.
- Business Control Team: A team of three members dedicates 15% of their time to ESG-related responsibilities. This includes first-level monitoring of regulatory and legal investment limits across AAIS's range of funds, primarily using the Aladdin® tool. For the Sub-Fund AAF Parnassus US ESG Equities, post-trade controls are performed by this team, while pre-trade controls are delegated to Parnassus Investments.

III. ESG INDICATORS

This report presents the results of the analysis based on three key dimensions of ESG performance: (i) environmental performance, (ii) social performance, and (iii) governance performance. These indicators have been carefully differentiated to provide a clear view of how each pillar contributes to the overall ESG profile.

The metrics presented are those employed by the Management Company, AAIS, to conduct its monitoring of the investment strategy. It is important to highlight that these metrics are derived from a quantitative ESG risk scoring methodology and do not reflect the qualitative assessment or subjective perception of the Delegated Manager, Parnassus Investments.

To ensure independence and objectivity in its assessment of environmental, social, and governance factors, the Management Company relies on external ESG data providers, specifically Sustainalytics and ISS ESG. This reliance on independent third-party providers underscores AAIS's commitment to transparency and neutrality in its evaluation of ESG performance.

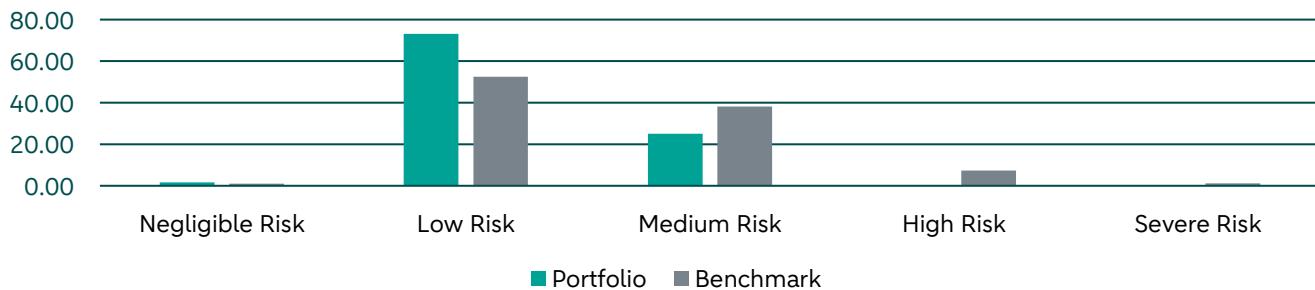
As per the newly updated Label ISR Referential Guidelines, we have reviewed our current indicators and decided to implement necessary changes to ensure closer alignment with the outlined requirements. These adjustments reflect our commitment to maintaining compliance with the latest standards while enhancing the relevance, transparency, and effectiveness of our reporting framework. As a result, differences may be observed when comparing this year's indicators with those of the previous year.

A. ESG INDICATOR

| Indicator | Portfolio | | Benchmark | | Additional Information |
|--|-----------|----------|-----------|----------|--|
| | Metric | Coverage | Metric | Coverage | |
| ESG Risk Score <i>The lower, the better</i> | 17.6 | 100.0% | 20.4 | 100.0% | The Sustainalytics company-level ESG Risk Score measures the degree to which a company's economic value may be at risk driven by materially relevant ESG factors. The ESG Risk Score is based on a two-dimensional materiality framework that measures a company's exposure to subindustry-specific material risks and how well a company is managing those risks. ESG Risk Scores are categorized across five risk levels: negligible (0-10), low (10-20), medium (20-30), high (30-40) and severe (40+). |

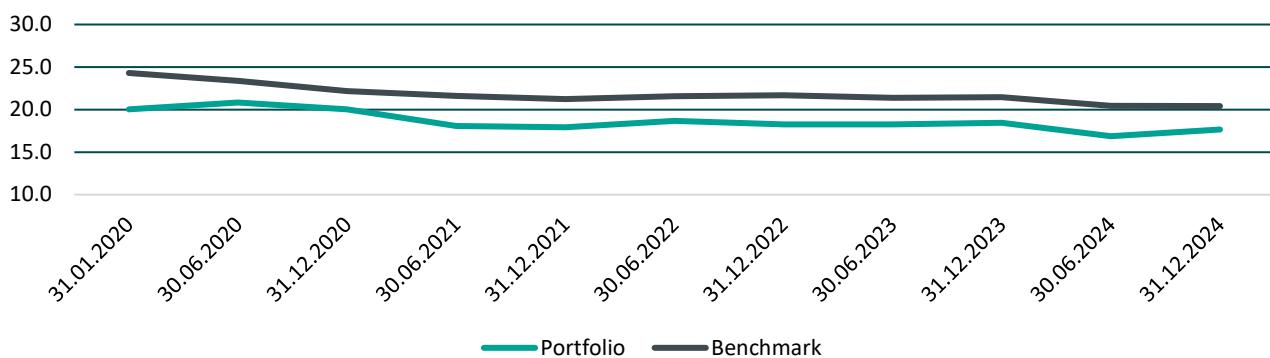
Source: Morningstar Sustainalytics as of 31/12/2024. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

ESG Risk Distribution (% Holdings)



Source: Morningstar Sustainalytics as of 31/12/2024. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

ESG Risk Score Performance



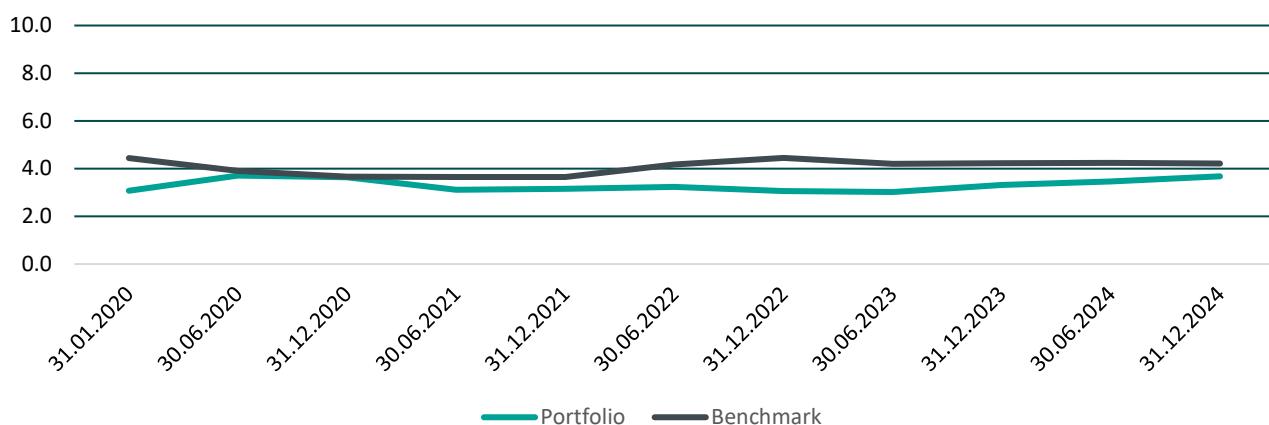
Source: Morningstar Sustainalytics. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

B. ENVIRONMENTAL INDICATORS

| Indicator | Portfolio | | Benchmark | | Additional Information |
|--|-----------|----------|-----------|----------|--|
| | Metric | Coverage | Metric | Coverage | |
| Environmental Risk Score <i>The lower, the better</i> | 3.7 | 100.0% | 4.2 | 100.0% | The asset-weighted average of the Company Environmental Risk scores for the covered corporate holdings in a portfolio. Company Environmental Risk Scores from Sustainalytics measure the degree to which a company's economic value may be at risk driven by environmental factors. The environmental risk represents the unmanaged environmental risk exposure after considering a company's management of such risks. The Environmental Risk Scores are displayed as a number between 0 and 100. |

Source: Morningstar Sustainalytics as of 31/12/2024. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

Environmental Risk Score Performance



Source: Morningstar Sustainalytics. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

The Sub-Fund has selected the following two principal adverse impact indicators. By choosing these indicators, the Sub-Fund adopts a robust and forward-thinking approach to addressing climate-related risks and opportunities. The focus on both current greenhouse gas (GHG) emissions (Table 1, Indicator N°1) and forward-looking initiatives (Table 2, Indicator N°4) highlights a dual commitment: aligning with present environmental standards and actively supporting the transition to a sustainable economy.

| Indicator | Portfolio | | Benchmark | | Additional Information |
|--|-----------|----------|-----------|----------|--|
| | Metric | Coverage | Metric | Coverage | |
| RTS Annex 1 Table 1 PAI N°1- GHG Emissions <i>The lower, the better</i> | 34 442.6 | 100.0% | 63 062.3 | 99.4% | The Sub-Sub-Fund is committed to outperforming its benchmark for this indicator while maintaining a coverage threshold above 90%. The Sub-Sub-Fund successfully achieved this commitment. |
| RTS Annex 1 Table 2 PAI N°4- Investments in companies without carbon emission reduction initiatives <i>The lower, the better</i> | 34,9% | 100.0% | 42,5% | 99.4% | The Sub-Sub-Fund is committed to outperforming its benchmark for this indicator while maintaining a coverage threshold above 70%. The Sub-Sub-Fund successfully achieved this commitment. |

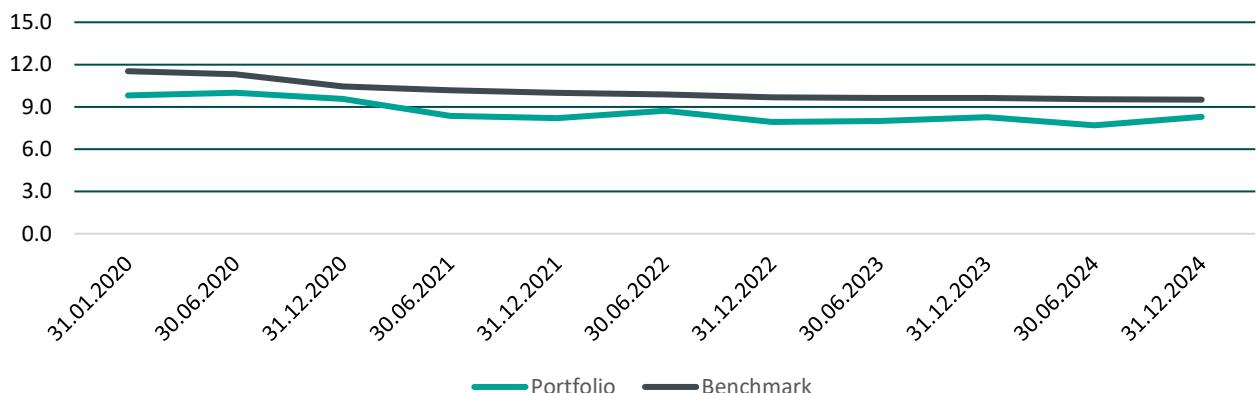
Source: ISS ESG. The calculation is based on the average of quarterly observations throughout 2024, in accordance with the Sustainable Finance Disclosure Regulation Regulatory Technical Standards Periodic Reporting Guidelines. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

C. SOCIAL INDICATOR

| Indicator | Portfolio | | Benchmark | | Additional Information |
|--|-----------|----------|-----------|----------|--|
| | Metric | Coverage | Metric | Coverage | |
| Social Risk Score <i>The lower, the better</i> | 8.3 | 100.0% | 9.5 | 100.0% | The asset-weighted average of the Company Social Risk Scores for the covered corporate holdings in a portfolio. Company Social Risk Scores from Sustainalytics measure the degree to which a company's economic value may be at risk driven by social factors. The social risk represents the unmanaged social risk exposure after considering a company's management of such risks. The Social Risk Scores are displayed as a number between 0 and 100. |

Source: Morningstar Sustainalytics as of 31/12/2024. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

Social Risk Score Performance



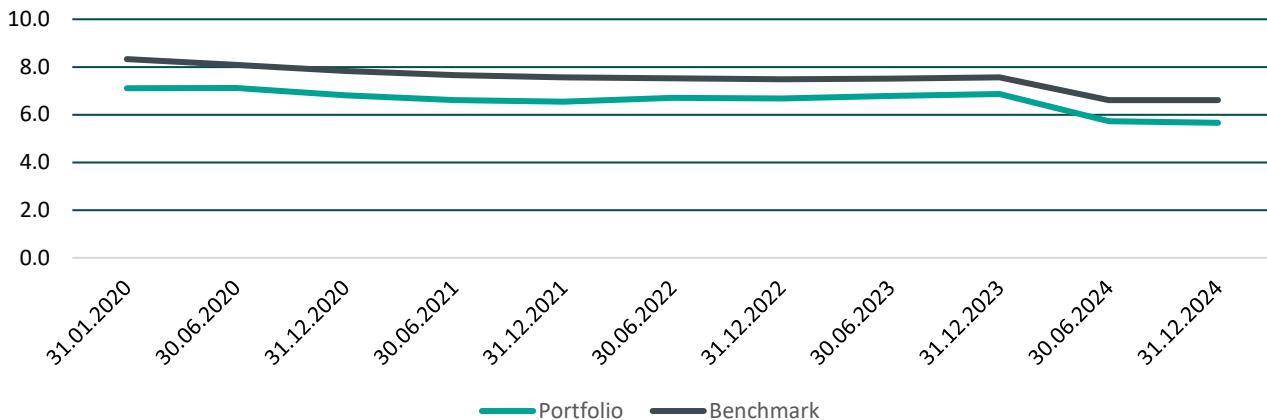
Source: Morningstar Sustainalytics. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

D. GOVERNANCE INDICATOR

| Indicator | Portfolio | | Benchmark | | Additional Information |
|---|-----------|----------|-----------|----------|--|
| | Metric | Coverage | Metric | Coverage | |
| Governance Risk Score <i>The lower, the better</i> | 5.7 | 100.0% | 6.6 | 100.0% | The asset-weighted average of the company Governance Risk Scores for the covered corporate holdings in a portfolio. Company Governance Risk Scores from Sustainalytics measure the degree to which a company's economic value may be at risk driven by governance factors. The governance risk represents the unmanaged governance risk exposure after considering a company's management of such risks. The Governance Risk Scores are displayed as a number between 0 and 100. |

Source: Morningstar Sustainalytics as of 31/12/2024. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

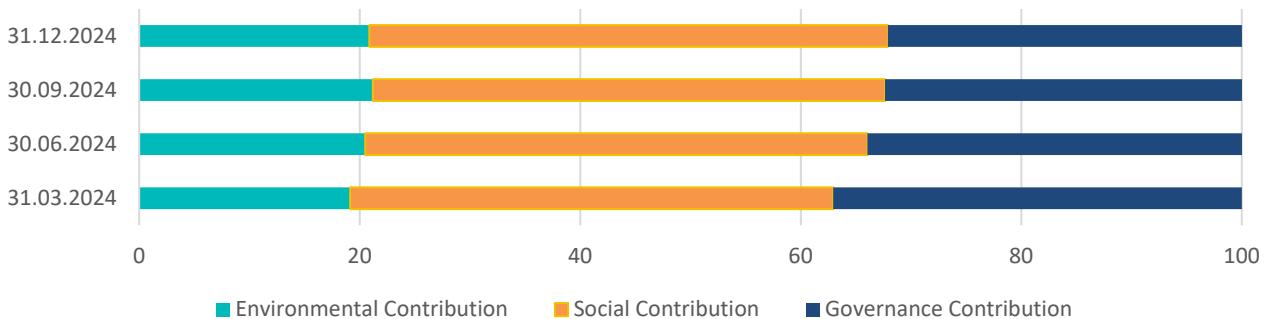
Governance Risk Score Performance



Source: Morningstar Sustainalytics. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

E. ENVIRONMENTAL, SOCIAL AND GOVERNANCE PILLAR WEIGHTING

While the pillar weightings are solely the outcome of the ESG risk scoring methodology implemented by the Management Company AAIS and are provided for illustrative purposes, it is noteworthy that the first quarter was the only period during which the average contribution of the environmental pillar to the overall ESG risk score fell below the 20% threshold prescribed by the Label ISR framework. For all other pillars and during the remaining periods, the contributions consistently exceeded the 20% threshold.



Source: Morningstar Sustainalytics. The coverage provided herein applies exclusively to eligible rated assets that meet the specified criteria. Non-eligible assets, and cash are explicitly excluded from this coverage.

It should be noted that the Morningstar Sustainalytics rating methodology may result in certain companies being rated more heavily on specific ESG themes than others. Consequently, the Sub-Fund may have a pillar weighting below 20% in some cases such as it was the case during the first quarter of the year. This materiality approach focuses on the most acute sustainability risks and, in certain cases, underweights some of the 22 Material ESG Issues (supported by more than 300 indicators and 1,300 data points) to ensure the relevance of the rating (which is intended to be absolute, not relative) and to avoid sectoral biases. Some examples of the justification for the underweighting of one of the E/S/G areas in the ESG Risk Rating analysis by industry. It is important to keep in mind the absolute risk score, in addition to the relative percentages.

| Industry | E | S | G | Reasoning |
|-----------------|-----|-----|-----|---|
| Pharmaceutical | 14% | 46% | 40% | For pharmaceutical companies, most ESG risks are linked to product governance, access to basic services, business ethics, and human capital. Environmental issues, such as emissions, effluents, waste, and carbon (from direct operations), are present but are less significant compared to the social issues. The quality and safety of pharmaceutical products have a direct impact on regulatory approval, the scope of that approval, a product's competitive advantage, and customer trust. Failure to comply with extensive regulations and quality management standards has led to costly recalls, increased regulatory scrutiny, compliance costs, and a loss of customer trust. As a result, environmental factors are considered less material than social or governance issues |
| Paper Packaging | 64% | 9% | 27% | For paper packaging companies, environmental risks are considered more significant than social risks, as the production of paper packaging releases air pollutants, hazardous substances, and wastewater. Such incidents can result in environmental fines and cleanup costs. Additionally, paper packaging companies rely on wood for manufacturing products such as corrugated boxes and cardboard containers, exposing them to risks of deforestation and biodiversity loss through their forestry supply chain. Consequently, social factors are deemed less material compared to environmental or governance issues. |
| Agriculture | 49% | 35% | 16% | For agricultural companies, the average risk is high, and the sector is exposed to a large number of sustainability challenges. In absolute terms, governance carries the same weight as in all sub-industries, but for this sector, it is far less material. This is primarily due to risks related to resource use, land use and biodiversity, as well as human rights issues within the value chain. |

F. CONTROVERSY MANAGEMENT

AAIS uses its proprietary Controversy identification and management methodology to monitor the controversy level of the Sub-Fund. This monitoring and risk assessment allows for extra-financial risk to then be integrated into the investment process. Based on this review, no material controversies were observed among the issuers of the Sub-Fund and during the reporting period. This outcome reflects the effectiveness of Parnassus' rigorous ESG analysis and due diligence process, which integrates controversy monitoring as a key component of issuer evaluation. By proactively identifying and excluding issuers with significant ESG-related risks or controversies, the Sub-Sub-Fund ensured alignment with its sustainability objectives and commitment to responsible investment practices.

| Controversy type | Number of Issuers in the fund at 31-12-2024 |
|------------------|---|
| None | 5% |
| Low To Moderate | 90% |
| High | 5% |
| Severe | 0% |

Source: AAIS. More information regarding AAI controversy management is available in the AAIS Responsible Investment Policy.

G. REPORTING PAI SUB-FUND LEVEL

Table 1 - Statement on principal adverse impacts of investment decisions on sustainability factors

Climate and other environment-related indicators

| Indicator | Portfolio | | Benchmark | |
|--|-----------|----------|-----------|----------|
| | Metric | Coverage | Metric | Coverage |
| 1. Green House Gas (GHG) emissions | | | | |
| In tCO ₂ e per €M Enterprise Value Including Cash | | | | |
| <i>The lower, the better</i> | | | | |
| Scope 1 GHG emissions | 21,244.6 | 100.0% | 53,544.4 | 99.4% |
| Scope 2 GHG emissions | 13,198.0 | 100.0% | 9,517.9 | 99.4% |
| Scope 3 GHG emissions | 247,561.8 | 100.0% | 708,252.0 | 99.4% |
| Total GHG emissions | 282,004.4 | 100.0% | 771,314.3 | 99.4% |
| 2. Carbon Footprint | | | | |
| In tCO ₂ e per €M Enterprise Value Including Cash | | | | |
| <i>The lower, the better</i> | | | | |
| 3. GHG Intensity of investee companies | | | | |
| In tCO ₂ e per €M Enterprise Revenue | | | | |
| <i>The lower, the better</i> | | | | |
| 4. Exposure to companies active in the fossil fuel sector | | | | |
| % of assets | | | | |
| <i>The lower, the better</i> | | | | |
| 5. Share of non-renewable energy consumption and production | | | | |
| % of assets | | | | |
| <i>The lower, the better</i> | | | | |
| Non-renewable energy consumption | 46.4% | 73.5% | 48.9% | 71.5% |
| Non-renewable energy production | 0.0% | 99.4% | 2.5% | 96.5% |
| 6. Energy consumption intensity per high impact climate sector | | | | |
| (i) expressed In GWh per €M Enterprise revenue, and (ii) by sectors as listed in Sections A to H and Section L of Annex I to Regulation (EC) No 1893/2006 of the European Parliament and of the Council. | | | | |
| <i>% of assets</i> | | | | |
| <i>The lower, the better</i> | | | | |
| Agriculture and Forestry | 0.0% | 0.0% | 0.5% | 100.0% |

| | | | | |
|--|------|--------|------|--------|
| Mining and Quarrying | 0.0% | 0.0% | 0.9% | 69.3% |
| Manufacturing | 0.3% | 95.7% | 0.2% | 93.6% |
| Electricity, Gas, Steam and Air Conditioning Supply | 0.0% | 0.0% | 5.3% | 55.9% |
| Water Supply | 0.5% | 100.0% | 0.5% | 100.0% |
| Construction | 0.0% | 0.0% | 0.2% | 28.7% |
| Wholesale and retail trade; Repair of Motor vehicles and Motorcycles | 0.1% | 51.7% | 0.1% | 44.8% |
| Transportation and Storage | 0.0% | 0.0% | 0.7% | 69.3% |
| Real Estate Activities | 0.0% | 100.0% | 0.6% | 81.7% |
| 7. Biodiversity Share of investments in investee companies with sites/operations located in or near to biodiversity sensitive areas where activities of those investee companies negatively affect those areas. % of assets <i>The lower, the better</i> | 0.0% | 100.0% | 0.0% | 99.3% |
| 8. Water Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average. % of assets <i>The lower, the better</i> | 0.0% | 4.5% | 0.1% | 1.5% |
| 9. Waste Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average % of assets <i>The lower, the better</i> | 0.2% | 48.2% | 0.3% | 48.8% |

Indicators for social and employee, respect for human rights, anti-corruption and anti-bribery matters

| Indicator | Portfolio | | Benchmark | |
|---|-----------|----------|-----------|----------|
| | Metric | Coverage | Metric | Coverage |
| 11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises % of assets <i>The lower, the better</i> | 59.2% | 99.6% | 61.1% | 99.3% |
| 12. Unadjusted gender pay gap % of Male Employees Gross Hourly Earnings <i>The lower, the better</i> | 1.5% | 12.3% | 2.2% | 9.6% |
| 13. Board gender diversity Average ratio of female to male board members in investee companies, expressed as a percentage of all board members <i>The higher, the better</i> | 35.3% | 100.0% | 35.6% | 98.0% |

Table 2 - Additional climate and other environment-related indicators

| Indicator | Portfolio | | Benchmark | |
|---|-----------|----------|-----------|----------|
| | Metric | Coverage | Metric | Coverage |
| 4. Investments in companies without carbon emission reduction initiatives % of assets <i>The lower, the better</i> | 34.9% | 100.0% | 42.5% | 99.4% |

Source: AAIS, ISS ESG, Morningstar Sustainalytics. The calculation is based on the average of quarterly observations throughout 2024, in accordance with the Sustainable Finance Disclosure Regulation Regulatory Technical Standards Periodic Reporting Guidelines.

For certain Principal Adverse Impacts (PAIs), AAIS utilized proxy indicators, as outlined by our external data providers:

- Table 1 PAI N°5: The PAI indicator shall encompass “non-renewable energy sources” defined as energy sources other than those defined as renewable sources as referred to in Article 2(1) of Directive (EU) 2018/2001 in directive referred to above. Our data provider includes the following as non-renewable energy sources: coal, nuclear, oil and natural gas. Minor discrepancies may arise due to regulatory definition being inclusive but not limited in nature.
- Table 1 PAI N°7: Our external data provider links controversies to some, but not all, of the standards referenced in the PAI definition of ‘activities negatively affecting biodiversity-sensitive areas’. However, the standards/directives referenced in the regulation overlap with those applied in the proxy to a large extent.
- Table 1 PAI N°8: The PAI indicator refers to several types of emissions to water. Our external data provider collects chemical oxygen demand (COD), a commonly used indicator measuring emissions to water which can serve as a proxy to the PAI indicator's requirements. Our external data provider collects data only for companies in most relevant industries.
- Table 1 PAI N°9: Our external data provider collects company reported hazardous waste, relying on companies' own definitions, which may differ from the definition adopted in the regulation. Radioactive waste may or may not be included as a sub-sector of hazardous waste.
- Table 1 PAI N°11: Interpretations of the indicator may differ. We take the one of our external data providers.
- Table 2 PAI N°4: For the purpose of this PAI indicator, our external data provider considers companies to have carbon emission reduction initiatives aimed at aligning with the Paris Agreement only if they have set themselves or are formally committed to setting themselves carbon reduction targets approved by the SBTI.

IV. STEWARDSHIP

This report outlines the 2024³ voting and engagement statistics. As the Management Company, AAIS exercises the voting rights linked to the securities held within the Sub-Sub-Fund, while Parnassus Investments takes the lead on engagement activities. To further enhance engagement activities, and in addition to the efforts led by Parnassus Investments, AAIS collaborates with its parent company, ABN AMRO Bank N.V., which has engaged EOS, an external service provider, to further strengthen engagement efforts. On behalf of AAIS and other stakeholders, EOS engages with companies on sustainability-related matters, advocating for investors' interests and promoting responsible business practices.

A. VOTING

AAIS is responsible for the Sub-Funds it manages and, as such, issues proxy voting instructions. The exercise of AAIS' voting rights is coordinated and overseen by AAIS ESG Team, composed of 4 analysts. This ESG Team, while not solely dedicated to voting, is responsible for updating the policy to reflect evolving trends and heightened standards as well as instructing the votes. Additionally, AAIS ESG Team leverages the expertise of ISS Proxy Voting advisors to inform its voting decisions.

Proxy votes are exercised in alignment with ISS Governance's SRI proxy voting guidelines as well as AAIS' internal proxy voting guidelines⁴. The ISS SRI Proxy Voting Guidelines is updated periodically by AAIS' provider ISS Governance to incorporate regulatory changes and best voting practices. This policy is publicly available on [ISS' Governance website](#). Additionally, AAIS has a customized voting policy that outlines specific elements and takes precedence over the voting recommendations from the ISS SRI Proxy voting guidelines. Resolutions are automatically executed in accordance with pre-defined voting instructions, as outlined under either AAIS's internal policy or the ISS SRI policy.

ISS Governance's international SRI proxy voting guidelines have been developed to be consistent with the dual financial and social/environmental objectives of a socially responsible shareholder. Socially responsible investors invest for economic gain, as all investors do, but they also demand that the companies in which they invest operate in a socially and environmentally responsible manner. On issues of social and environmental importance, the guidelines seek to reflect a broad consensus of the socially responsible investment community. All information relating to AAIS' votes is publicly available online using ISS Vote Disclosure Services tool⁵.

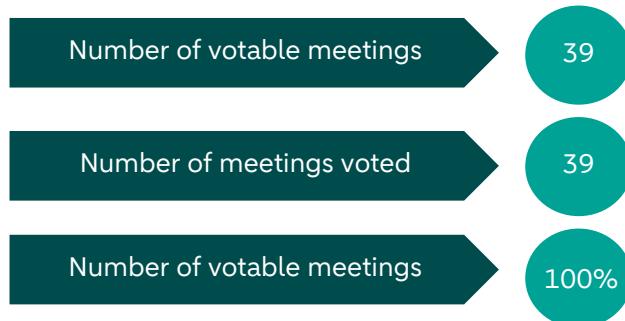
³ Reporting period: 01/01/2024 to 12/31/2024

⁴ In the event of a potential conflict of interest situation, the voting policy adopted is that of ISS, applied systematically and objectively. Furthermore, in such cases, the ESG team will refer the matter to the Head of Compliance, who will examine any potential conflicts of interest and disagreements regarding the voting policy. The voting policy of AAIS is implemented without consideration of business ties, shareholding, or any type of relationships that may exist between the concerned company and the subsidiaries of ABN AMRO group. However, in the interest of the shareholders and to preserve the reputation of ABN AMRO group in its engagement actions with companies, certain resolutions may be discussed between the AAIS and ABN AMRO teams prior to the vote. It is important to note, however, that AAIS remains the final decision-maker. Moreover, AAIS has decided not to vote on any resolutions issued during the general meetings of ABN AMRO Bank N.V. and its entities to prevent any conflict of interest.

⁵ [VDS Dashboard](#)

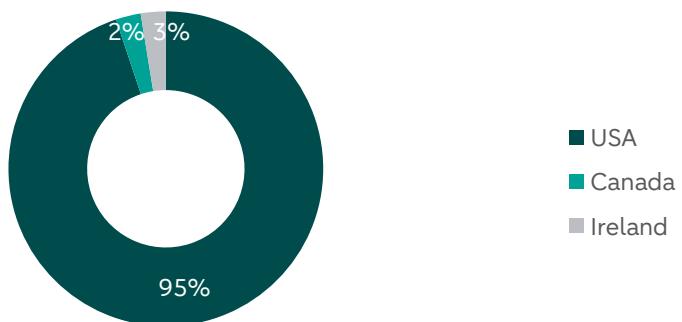
1. General meetings: Overview

a. Key figures



Source: AAIS and ISS

b. Breakdown of meetings voted on by geographical areas.



Source: AAIS and ISS

2. Resolutions: Overview

a. Overview



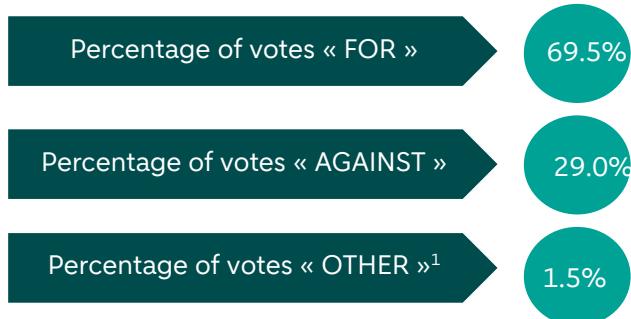
Source: AAIS and ISS

b. Breakdown of resolution by proposal category



Source: AAIS and ISS

c. Breakdown of votes



Source: AAIS and ISS. 1: Withhold and “One Year” (when the resolution has been adopted for 1 year)

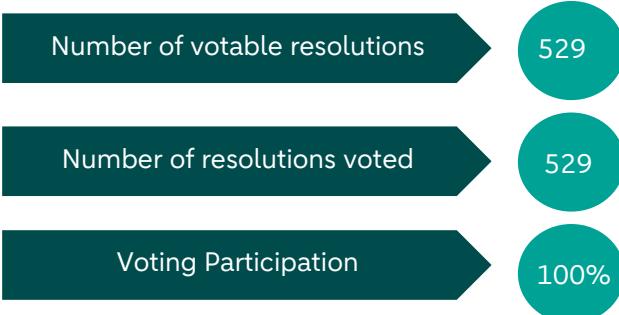
d. Breakdown of resolution voted on by ESG type.

| ESG pillars | Number of Resolutions | Percentage of which we voted "FOR" |
|-----------------------------------|-----------------------|------------------------------------|
| Environment | 7 | 71% |
| Social | 37 | 65% |
| Governance | 550 | 71% |
| Environment / Social / Governance | 13 | 15% |
| Total | 607 | |

Source: AAIS and ISS

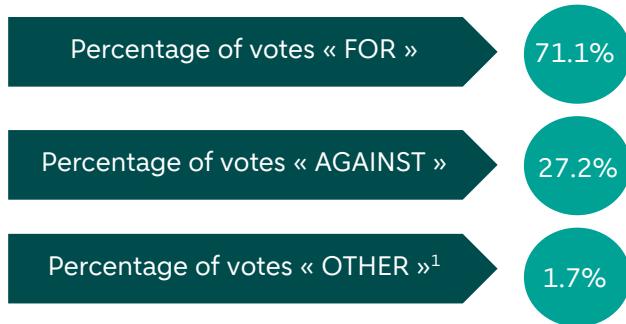
3. Resolutions from the Management

a. Key figures



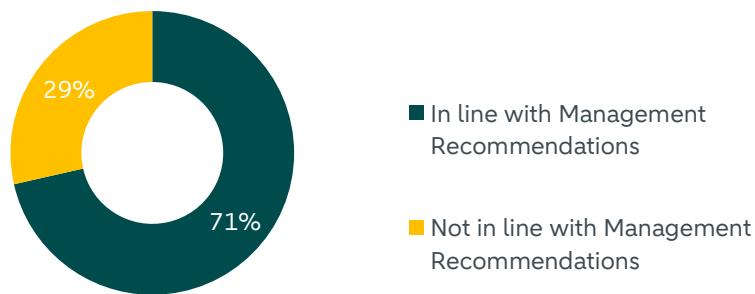
Source: AAIS and ISS

b. Breakdown of votes



Source: AAIS and ISS. 1: Withhold and “One Year” (when the resolution has been adopted for 1 year)

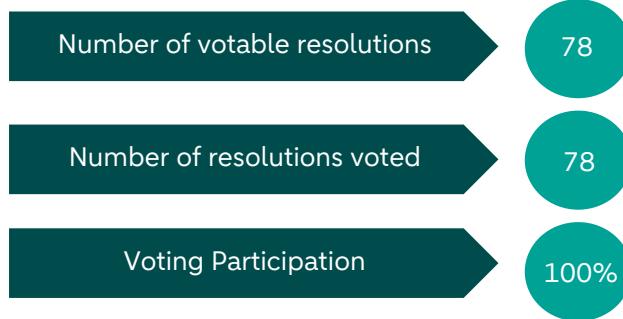
c. AAIS voting on Management Proposals



Source: AAIS and ISS

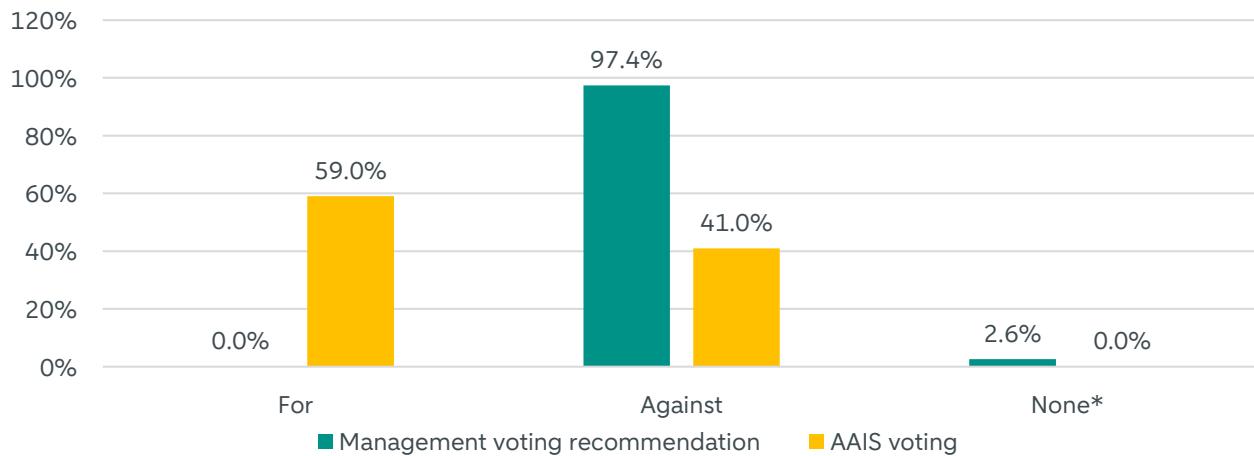
4. Resolutions from Shareholders

a. Key figures



Source: AAIS and ISS

b. AAIS voting on Shareholders Proposals



Source: AAIS and ISS. *In some governance-related proposals, particularly those concerning proxy access, board declassification, or the expansion of shareholder rights, management may choose not to provide a voting recommendation. This typically occurs when the implications of the proposal are still under review or when internal discussions have not yet concluded. Such situations are more common in extraordinary general meetings (EGMs) or special meetings convened at the request of one or more shareholders, where proposals may be unexpected or sensitive.

c. Filing and co-filing of Shareholders Proposals

In 2024, AAIS did not file or co-file any shareholder proposals at the annual general meetings of companies within the AAF Parnassus US ESG Equities Sub-Fund. AAIS views the filing of resolutions as a measure of escalation, employed only when sustained dialogue fails to yield meaningful progress. In practice, the companies engaged by Parnassus Investments demonstrated a willingness to engage in constructive dialogue, as detailed further in the ENGAGEMENT section of this report.

5. Voting case study

| Case Study | Proposal | Management Recommendation | AAIS Vote | Vote Result |
|------------|--|---------------------------|-----------|---------------------------------|
| Alphabet | Adopt Targets Evaluating YouTube Child Safety Policies | Against | For | Declined (86% of votes against) |

At Alphabet's 2024 annual general meeting, a shareholder proposal requested the company to adopt specific performance targets and publish an annual report with quantitative metrics assessing how effectively it is protecting children on its YouTube platform.

The proposal focused on the need for clearer, measurable information about the company's impact on issues such as child mental health, online exploitation, cyberbullying, and data privacy. This request reflects growing concern from investors, regulators, and the public about how social media and digital platforms affect young users.

Alphabet's board opposed the proposal, stating that the company already provides strong protections and disclosures. It pointed to its policies and content moderation practices such as its YouTube Kids app, its Google Safe Search feature, and its Child Safety Toolkit helping organizations identifying child sexual abuse material. Alphabet also highlighted its partnerships with child safety organizations, as well as its compliance with relevant laws such as the U.S. Children's Online Privacy Protection Act (COPPA), and the new Online Safety Act in the U.K. Furthermore, it emphasized its recently established YouTube Youth Principles and ongoing collaboration with external stakeholders, including lawmakers and child safety organizations.

Despite these initiatives, the company has faced repeated allegations, lawsuits, and regulatory actions that challenge the effectiveness of these measures. Examples include a \$170 million fine in 2023 for violating child data privacy laws, lawsuits from school districts and parents, and criticism that platform design choices may contribute to addictive behaviour and harmful content exposure. More generally, there is also rising concern about the impacts of social media on the mental health of young people. While Alphabet has since provided updates on its efforts and commitments regarding child safety, much of its reporting focuses on process, such as how much content it removes, rather than outcomes, like whether kids are safer. In AAIS view, the shareholder proposal does not seek to dictate product design or enforce specific policy changes; it simply calls for the company to set clear goals and share meaningful data on how it is reducing harm to children. This would help investors evaluate whether the company is making meaningful progress in reducing harm, beyond anecdotal evidence and policy statements.

While we acknowledge progress made by Alphabet, we believe that current policies rely more on parental discretion and lack clear performance targets for children's online safety. We believe stronger reporting on the effectiveness of child safety measures is in the best interest of both investors and the broader public. It represents a practical step toward helping a major technology company better protecting some of the most vulnerable users on its platforms and giving shareholders the tools to hold it accountable. For these reasons, we supported this shareholder proposal.

B. ENGAGEMENT

This section provides an overview of the engagement activities conducted on behalf of AAIS, led by the External Investment Manager, Parnassus Investments, and the external engagement service provider, EOS.

Engagement in this report refers to interactions with companies to address and improve practices related to ESG issues. Engagement can range from formal letters or emails to calls or meetings with the company. Interaction may take place at various levels of the organisation being engaged, including with the board of directors, senior management, investor relations, sustainability teams, operational specialists, or other representatives.

In addition, engagement actions can be undertaken directly (individual engagement) or indirectly (collaborative engagement by supporting initiatives networks or joining an investors group). In the context of a collaborative initiative, AAIS identified two distinct roles: the role of the Lead investor and the role of the contributing investor. The role of Lead Investor means that Parnassus Investments for example is the investor that initiated and coordinated the engagement process, often backed by the presence of a supervisory body. This involves drafting the objectives, setting the engagement strategy, contacting, and holding regular dialogue with the company,

documenting progress, and reporting back to the other investors involved. This role requires greater commitment in terms of time, expertise, and resources, as the lead drives the engagement process. In cases of collaborative engagements where Parnassus Investments for example was a contributing investor, it supported the engagement by endorsing its objectives, lending its voice and assets under management to strengthen the initiative, and contributing where relevant, for instance by joining meetings, providing input, and/or co-signing letters. This type of involvement demonstrates broader investor backing, which increases pressure on the company, but without assuming day-to-day responsibility for coordination.

1. Parnassus Investments

a. Key engagement figures



Source: AAIS and Parnassus Investments. 1: Based on the number of positions observed every quarter over the fiscal year.

b. Sector breakdown

| Sector | Number of companies | Proportion of Total |
|------------------------|---------------------|---------------------|
| Consumer Discretionary | 4 | 13% |
| Consumer Staples | 2 | 7% |
| Financials | 4 | 13% |
| Health Care | 4 | 13% |
| Industrials | 4 | 13% |
| Information Technology | 9 | 30% |
| Materials | 2 | 7% |
| Real Estate | 1 | 3% |
| Total | 30 | 100% |

Source: AAIS and Parnassus Investments

c. Main engagement themes

The engagement themes chosen by Parnassus Investments for 2024/2025 are Climate, Water Risk, Chemical Safety, Responsible AI, and Governance. These are updated each year, though some themes may continue for several years.

Parnassus Investments' Climate engagements encourage companies to conduct risk assessments, adopt science-based emissions-reduction targets, develop and disclose climate transition plans, and strengthen climate change-related governance, oversight, and transparency. These efforts closely align with indicators related to GHG emissions, including Scope 1, Scope 2, and Scope 3 emissions, and contribute to reducing carbon footprint and improving GHG intensities of companies. These efforts are particularly focused on high-risk/high-impact sectors such as semiconductor manufacturing, where energy consumption and GHG emissions are significant. Parnassus Investments' overarching climate strategy aligns with additional indicators by targeting investments in companies without carbon emission reduction initiatives. By supporting companies in implementing these strategies, Parnassus Investments ensures alignment with broader environmental objectives while fostering sustainable long-term outcomes. Through these engagements, Parnassus Investments illustrates a strong alignment between their actions and the label's indicators.

Similarly, Parnassus Investments' work to encourage portfolio companies to reduce dependency on fossil fuels to mitigate systemic climate risks and increase renewable energy procurement to reduce costs supports alignment with indicators related to energy consumption and production. By advocating for renewable energy transitions, companies aim to reduce non-renewable energy usage and promote cleaner energy practices.

Through Water Risk engagements, Parnassus Investments engaged with companies that operate in water-stressed regions, or are heavily reliant on water resources, to address critical issues tied to water supply disruptions. These actions align with indicators measuring emissions to water, as Parnassus Investments encourages practices such as setting goals for withdrawal, consumption, efficiency, reuse, and/or replenishment; implementing water risk management and governance; and transparent reporting of risks, goals, and progress.

Parnassus Investments' Chemical Safety engagements encourage companies to conduct chemical risk assessments, prioritize safer chemical use, and adopt comprehensive chemical-management policies. These efforts align closely with indicators addressing hazardous waste. By engaging companies to minimize the generation of hazardous waste, Parnassus Investments seeks to mitigate risks to both the environment and public health.

Furthermore, Parnassus Investments' Governance engagements encourage strong corporate governance structures and executive compensation programs to reduce legal and operational risks and drive long-term shareholder value.

Finally, through the Responsible AI engagement theme, Parnassus Investments engages companies to meaningfully and demonstrably strengthen their strategy, governance, and disclosure of risks related to the development, sale, and deployment of AI systems in alignment with corporate human rights commitments.

| Engagement Pillar | Proportion of Total |
|---|---------------------|
| Environment <i>Climate Risks and/or Water risks</i> | 23% |
| Social <i>Responsible AI, Chemical safety, workplaces</i> | 23% |
| Governance <i>Proxy and Governance</i> | 13% |
| ESG multi-themed <i>Labor and/or climate & water risks and/or Proxy & governance, and/or chemical safety, and/or environmental justice, general ESG</i> | 40% |
| Total | 100% |

Source: AAIS and Parnassus Investments

d. Types of engagement

In 2024, Parnassus Investments undertook 63% of engagement directly and the rest via collaborative initiatives.

Focus: Collaborative Engagements



Source: AAIS and Parnassus Investments

An example of collaborative initiative that Parnassus Investments led was with the Collective Impact Coalition for Ethical AI. Parnassus Investments held initial dialogue with an issuer on AI governance and risk management practices and addressed specific requests and expectations for enhanced practices and disclosures, on behalf of all members of the initiative.

For more information on the initiatives in which Parnassus is involved in, please refer to the Appendix of this document.

e. Engagement with Issuers Lacking ESG Indicators

In alignment with the ISR label requirements, Parnassus Investments has actively engaged with portfolio issuers that have not yet disclosed material ESG performance indicators, particularly those related to climate risks and greenhouse gas reduction targets. As of December 31, 2024, 7.5% of issuers had not published climate GHG reduction targets, this represents only 3 issuers. Recognizing the importance of this indicator to the Sub-Fund's ESG objectives, Parnassus Investments initiated engagement with these issuers in 2025 to address the identified gaps.

Through these efforts, Parnassus Investments requested that the issuers conduct comprehensive climate risk assessments, establish science-based emissions reduction targets aligned with the Paris Agreement, and publish credible climate transition plans. These engagements were designed to encourage alignment with the Sub-Fund's ESG objectives and to promote greater

transparency in their climate-related practices. While the issuers have yet to fully meet expectations, Parnassus Investments continues to monitor their progress and maintain dialogue to drive accountability and improvement.

f. Review of Climate Transition Plans

In alignment with the ISR label requirements, particular attention is given to issuers in sectors with high climate impact, as defined by the NACE codes in the *Delegated Regulation* (UE) 2022/1288. These issuers undergo enhanced scrutiny to ensure alignment with Paris Agreement objectives.

As part of its commitment, the Sub-Fund ensured that at least 15% of issuers in high-impact climate sectors had credible climate transition plans aligned with Paris Agreement objectives by 2026. Additionally, the Sub-Sub-Fund ensured that over 20% of these issuers are subject to active engagement if they lack such plans, with a maximum engagement period of three years.

As of December 2024:

- 65%⁶ of issuers in the portfolio had a credible transition plan. These are defined as plans with targets aligned with the goal of the Paris agreement.
- Within high-impact climate sectors, 57%⁷ of issuers had a credible climate transition plan. Among the remaining 43%⁸, without such a plan, Parnassus Investments engaged 20%⁹ on topics related to climate and greenhouse gas reduction targets.

Parnassus Investments proactively reached out to portfolio companies lacking credible climate transition plans. These outreach efforts were conducted via email, phone calls, or in-person meetings, aimed to encourage issuers to validate their climate targets.

2. EOS

As long-term investors, AAIS seeks to build a relationship of trust with investee companies and support them on their journey towards more sustainable business practices. For this reason, in addition to the above engagement process established by Parnassus Investments, AAIS collaborates with its parent company ABN AMRO Bank NV, which has contracted EOS, an external party to conduct engagement. On behalf of AAIS and a number of other parties, EOS engages with companies on sustainability issues to promote the interests of investors.

In 2024, EOS undertook the following activities for the Sub-Sub-Fund:

- **27** companies engaged through direct dialogue.
- **74%** of the portfolio covered by EOS engagement.

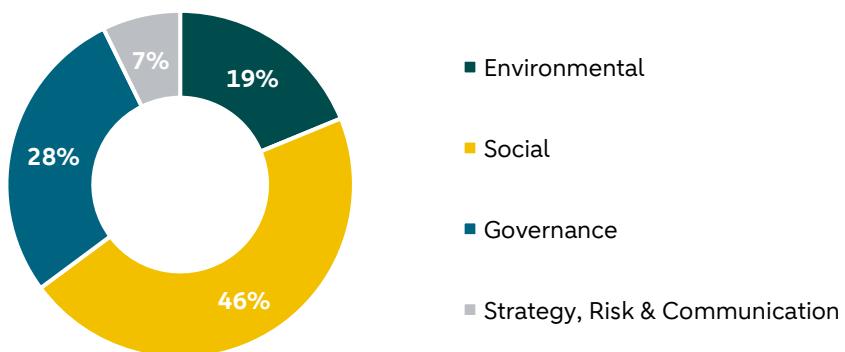
⁶ Applying the issuer count methodology, rather than the market capitalization approach, aligns with the approach for reducing the investment universe and adheres to the methodology required under the ISR Label guidelines.

⁷ Applying the issuer count methodology, rather than the market capitalization approach, aligns with the approach for reducing the investment universe and adheres to the methodology required under the ISR Label guidelines.

⁸ Applying the issuer count methodology, rather than the market capitalization approach, aligns with the approach for reducing the investment universe and adheres to the methodology required under the ISR Label guidelines.

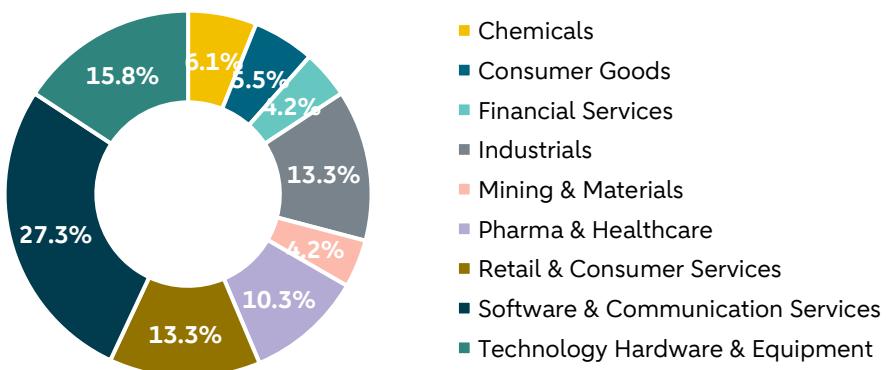
⁹ Applying the issuer count methodology, rather than the market capitalization approach, aligns with the approach for reducing the investment universe and adheres to the methodology required under the ISR Label guidelines.

a. Thematic split



Source: AAIS and EOS

b. Sectoral split



Source: AAIS and EOS

3. Engagement Case study

| Company Name | Engager(s) | Engagement Theme |
|----------------------|---------------------------|------------------|
| Amazon ¹⁰ | Parnassus Investment, EOS | Social |

Parnassus Investments engaged with Amazon starting in 2024 and continuing into 2025. In addition to meetings, Parnassus Investments toured a fulfilment center in Tracy (California) to learn more about the company's safety initiatives, including ergonomics, ongoing safety training and how they are using automation to reduce musculoskeletal injuries.

Parnassus Investments engaged with Amazon on worker rights and safety. Discussions focused on the measures Amazon is taking to reduce injury rates and improve safety conditions at its warehouses, as well as the methods used to monitor employee productivity. Parnassus Investments underscored the importance of increased transparency regarding safety conditions, including by advocating for through a third-party assessment, which would enable shareholders to better understand how Amazon is managing and mitigating risks associated with worker injuries and safety-related controversies at its warehouses.

The company has disclosed the following initiatives:

- The company's Recordable Incident Rate (RIR)—which includes any work-related injury that requires more than basic first aid treatment—has improved 34% over the past five years and over 6% year over year (YoY).
- Their Lost Time Incident Rate (LTIR)—which includes any work-related injury that requires someone to take time away from work (the most serious injuries)—has.
- Improved 65% over the past five years and 13% YoY.
- Conducted 7.8 million inspections globally—a 24% increase from the 6.3 million conducted in 2023—and audited 331 sites across Amazon.
- Since 2019, they have invested more than \$2 billion safety efforts, including new technologies and programs to protect employees.

Through these ongoing engagements with Amazon, Parnassus Investments will continue to press the company to improve its workforce safety initiatives.

EOS also engaged Amazon on the issues of health and safety management and human and labour rights, including freedom of association. The company fulfilled EOS' original request to demonstrate that it is collecting and using forward-looking data and qualitative techniques to reduce workforce health and safety incidents. Amazon also published additional human rights impact assessments (HRIAs), as part of a broader process of human rights due diligence. Through this process, the company concluded that its approach to freedom of association is in line with US laws and by extension in line with International Labor Organization standards. The company's approach to human rights due diligence appears in line with the UN Guiding Principles on Business and Human Rights. However, we have observed that the company exerts large amounts of control over the process, and there could be a greater role for independent review aside from regulatory oversight. EOS stated that they will continue to engage with the company on freedom of association, with the objective of obtaining meaningful evidence that the company is complying with its commitment to respect freedom of association.

¹⁰ Securities presented in this Report should not be considered as a recommendation to buy or sell. It should not be assumed that any securities transactions we discuss were or will prove to be profitable. All investments involve risk, including the risk of losing principal.

V. APPENDIX

A. PORTFOLIO COMPOSITION AT 31-12-2024

| ISSUER NAME | ISIN | WEIGHT | GICS SECTOR |
|------------------------------|--------------|--------|------------------------|
| MICROSOFT CORP | US5949181045 | 6,48% | Information Technology |
| AMAZON.COM INC | US0231351067 | 6,34% | Consumer Discretionary |
| NVIDIA CORP | US67066G1040 | 5,89% | Information Technology |
| ALPHABET INC CL A | US02079K3059 | 5,00% | Communication Services |
| DEERE + CO | US2441991054 | 3,56% | Industrials |
| WASTE MANAGEMENT INC | US94106L1098 | 3,42% | Industrials |
| MASTERCARD INC A | US57636Q1040 | 3,38% | Financials |
| REALTY INCOME CORP | US7561091049 | 3,15% | Real Estate |
| BROADCOM INC | US11135F1012 | 2,95% | Information Technology |
| INTERCONTINENTAL EXCHANGE IN | US45866F1049 | 2,94% | Financials |
| SALESFORCE INC | US79466L3024 | 2,91% | Information Technology |
| FISERV INC | US3377381088 | 2,70% | Financials |
| APPLE INC | US0378331005 | 2,66% | Information Technology |
| S+P GLOBAL INC | US78409V1044 | 2,54% | Financials |
| LINDE PLC | IE000S9YS762 | 2,45% | Materials |
| AUTOZONE INC | US0533321024 | 2,42% | Consumer Discretionary |
| BALL CORP | US0584981064 | 2,35% | Materials |
| BANK OF AMERICA CORP | US0605051046 | 2,10% | Financials |
| MARSH + MCLENNAN COS | US5717481023 | 2,06% | Financials |
| THERMO FISHER SCIENTIFIC INC | US8835561023 | 1,99% | Health Care |
| VERTEX PHARMACEUTICALS INC | US92532F1003 | 1,98% | Health Care |
| ELI LILLY + CO | US5324571083 | 1,96% | Health Care |
| DANAHER CORP | US2358511028 | 1,94% | Health Care |
| STRYKER CORP | US8636671013 | 1,93% | Health Care |
| INTUIT INC | US4612021034 | 1,90% | Information Technology |
| THE CIGNA GROUP | US1255231003 | 1,89% | Health Care |
| COSTCO WHOLESALE CORP | US22160K1051 | 1,77% | Consumer Staples |
| MARRIOTT INTERNATIONAL CL A | US5719032022 | 1,67% | Consumer Discretionary |
| SHERWIN WILLIAMS CO/THE | US8243481061 | 1,64% | Materials |
| PROCTER + GAMBLE CO/THE | US7427181091 | 1,59% | Consumer Staples |
| SYNOPSYS INC | US8716071076 | 1,55% | Information Technology |
| FERGUSON ENTERPRISES INC | US31488V1070 | 1,49% | Industrials |
| WORKDAY INC CLASS A | US98138H1014 | 1,45% | Information Technology |
| VERISK ANALYTICS INC | US92345Y1064 | 1,44% | Industrials |
| VERIZON COMMUNICATIONS INC | US92343V1044 | 1,42% | Communication Services |
| APPLIED MATERIALS INC | US0382221051 | 1,42% | Information Technology |
| ORACLE CORP | US68389X1054 | 1,31% | Information Technology |
| EQUIFAX INC | US2944291051 | 1,25% | Industrials |
| DR HORTON INC | US23331A1097 | 1,05% | Consumer Discretionary |
| US DOLLAR | | 1,02% | |
| KLA CORP | US4824801009 | 1,00% | Information Technology |
| INCOME REC/PAY-USD | | 0,02% | |

B. PARNASSUS' MEMBERSHIP TO ESG-RELATED ORGANIZATIONS

Parnassus is a member of various organizations that promote responsible investing, including:

| Type of affiliation | Name | Enrollment Date |
|---------------------|---|--------------------------|
| Member | US SIF - Forum for Sustainable and Responsible Investment | since 1985 |
| Member | Ceres Investor Network | since 1989 |
| Signatory | Principles for Responsible Investment (PRI) | since 2008 |
| Member |] Investor Environmental Health Network (IEHN) | since 2011 |
| Signatory | CDP (formerly the Carbon Disclosure Project) | since 2012 |
| Associate Member | Council of Institutional Investors (CII) | since 2018 |
| Member | International Financial Reporting Standards (IFRS) Sustainability Alliance (formerly the SASB Alliance) | since 2019 ¹¹ |
| Network Member | Farm Animal Investment Risk & Return (FAIRR) | since 2019 |
| Supporter | Task Force on Climate Related Financial Disclosures (TCFD) | 2019 |
| Associate Member | Interfaith Center on Corporate Responsibility (ICCR) | since 2019 |
| Signatory | Access to Medicine | since 2020 |

¹¹ The SASB Foundation has gone through multiple mergers/acquisitions. The IFRS Foundation now houses SASB and the SASB standards. Given the firm's membership in the former SASB Alliance, Parnassus has remained an IFRS Sustainability Alliance member. See here: <https://www.ifrssustainabilityalliance.org/member-organisations/>.

C. VOTING DETAILS¹²

To explore voting details, please consult our [proxy voting dashboard](#)

Below the list of the voting over 2024 regarding **ABN AMRO Parnassus US Sustainable Equities**:

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|---------------|-------------|--|---------------------------|------------------|
| Adobe Inc. | Management | Elect Director Cristiano Amon | For | For |
| Adobe Inc. | Management | Elect Director Amy Banse | For | Against |
| Adobe Inc. | Management | Elect Director Brett Biggs | For | For |
| Adobe Inc. | Management | Elect Director Melanie Boulden | For | For |
| Adobe Inc. | Management | Elect Director Frank Calderoni | For | Against |
| Adobe Inc. | Management | Elect Director Laura Desmond | For | For |
| Adobe Inc. | Management | Elect Director Shantanu Narayen | For | For |
| Adobe Inc. | Management | Elect Director Spencer Neumann | For | For |
| Adobe Inc. | Management | Elect Director Kathleen Oberg | For | Against |
| Adobe Inc. | Management | Elect Director Dheeraj Pandey | For | For |
| Adobe Inc. | Management | Elect Director David Ricks | For | For |
| Adobe Inc. | Management | Elect Director Daniel Rosensweig | For | Against |
| Adobe Inc. | Management | Amend Omnibus Stock Plan | For | For |
| Adobe Inc. | Management | Ratify KPMG LLP as Auditors | For | For |
| Adobe Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | Against |
| Alphabet Inc. | Management | Elect Director Larry Page | For | For |
| Alphabet Inc. | Management | Elect Director Sergey Brin | For | For |
| Alphabet Inc. | Management | Elect Director Sundar Pichai | For | For |
| Adobe Inc. | Shareholder | Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy | Against | Against |
| Alphabet Inc. | Management | Elect Director John L. Hennessy | For | Against |
| Alphabet Inc. | Management | Elect Director R. Martin "Marty" Chavez | For | For |
| Alphabet Inc. | Management | Elect Director Frances H. Arnold | For | Against |
| Alphabet Inc. | Management | Elect Director Roger W. Ferguson, Jr. | For | For |
| Alphabet Inc. | Management | Elect Director L. John Doerr | For | Against |
| Alphabet Inc. | Management | Elect Director K. Ram Shriram | For | Against |
| Alphabet Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Apple Inc. | Management | Elect Director Wanda Austin | For | For |
| Apple Inc. | Management | Elect Director Tim Cook | For | For |
| Apple Inc. | Management | Elect Director Alex Gorsky | For | For |
| Apple Inc. | Management | Elect Director Andrea Jung | For | For |
| Apple Inc. | Management | Elect Director Art Levinson | For | For |
| Apple Inc. | Management | Elect Director Monica Lozano | For | For |
| Apple Inc. | Management | Elect Director Ron Sugar | For | For |
| Apple Inc. | Management | Elect Director Sue Wagner | For | For |
| Apple Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Apple Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |

¹² All the information of the section is sourced from ISS statistics dashboards.

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|-----------------------------|-------------|---|---------------------------|------------------|
| Applied Materials, Inc. | Management | Elect Director Rani Borkar | For | For |
| Alphabet Inc. | Management | Elect Director Robin L. Washington | For | Against |
| Applied Materials, Inc. | Management | Elect Director Xun (Eric) Chen | For | For |
| Applied Materials, Inc. | Management | Elect Director Aart J. de Geus | For | For |
| Applied Materials, Inc. | Management | Elect Director Gary E. Dickerson | For | For |
| Applied Materials, Inc. | Management | Elect Director Thomas J. Iannotti | For | For |
| Alphabet Inc. | Shareholder | Amend Bylaw regarding Stockholder Approval of Director Compensation | Against | Against |
| Applied Materials, Inc. | Management | Elect Director Kevin P. March | For | For |
| Alphabet Inc. | Shareholder | Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy | Against | Against |
| Applied Materials, Inc. | Management | Elect Director Scott A. McGregor | For | For |
| Applied Materials, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Applied Materials, Inc. | Management | Ratify KPMG LLP as Auditors | For | For |
| AutoZone, Inc. | Management | Elect Director Philip B. Daniele, III | For | For |
| AutoZone, Inc. | Management | Elect Director Michael A. George | For | For |
| AutoZone, Inc. | Management | Elect Director Linda A. Goodspeed | For | For |
| Alphabet Inc. | Shareholder | Report on Electromagnetic Radiation and Wireless Technologies Risks | Against | Against |
| AutoZone, Inc. | Management | Elect Director Brian P. Hannasch | For | For |
| AutoZone, Inc. | Management | Elect Director Gale V. King | For | For |
| AutoZone, Inc. | Management | Elect Director George R. Mrkonic, Jr. | For | For |
| AutoZone, Inc. | Management | Elect Director William C. Rhodes, III | For | For |
| Alphabet Inc. | Shareholder | Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations | Against | Against |
| AutoZone, Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| AutoZone, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| AutoZone, Inc. | Management | Reduce Ownership Threshold for Shareholders to Call Special Meetings to 25% | For | For |
| Ball Corporation | Management | Elect Director John A. Bryant | For | For |
| Ball Corporation | Management | Elect Director Michael J. Cave | For | For |
| Ball Corporation | Management | Elect Director Daniel W. Fisher | For | For |
| Ball Corporation | Management | Elect Director Pedro Henrique Mariani | For | For |
| Ball Corporation | Management | Elect Director Cathy D. Ross | For | For |
| Ball Corporation | Management | Elect Director Betty J. Sapp | For | For |
| Ball Corporation | Management | Elect Director Stuart A. Taylor, II | For | For |
| Ball Corporation | Management | Ratify PricewaterhouseCoopers LLP as Auditors | For | For |
| Ball Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Apple Inc. | Shareholder | Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy | Against | Against |
| Bank of America Corporation | Management | Elect Director Jose (Joe) E. Almeida | For | For |
| Bank of America Corporation | Management | Elect Director Pierre J.P. de Weck | For | For |
| Bank of America Corporation | Management | Elect Director Arnold W. Donald | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|--------------------------------|-------------|--|---------------------------|------------------|
| Apple Inc. | Shareholder | Report on Standards and Procedures to Curate App Content | Against | Against |
| Bank of America Corporation | Management | Elect Director Monica C. Lozano | For | For |
| Bank of America Corporation | Management | Elect Director Brian T. Moynihan | For | For |
| Bank of America Corporation | Management | Elect Director Lionel L. Nowell, III | For | For |
| Bank of America Corporation | Management | Elect Director Denise L. Ramos | For | For |
| Apple Inc. | Shareholder | Report on Congruency of Company's Privacy and Human Rights Policies with its Actions | Against | Against |
| Applied Materials, Inc. | Management | Elect Director Judy Bruner | For | Against |
| Applied Materials, Inc. | Management | Elect Director Alexander A. Karsner | For | Against |
| Applied Materials, Inc. | Management | Elect Director Yvonne McGill | For | Against |
| Bank of America Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Bank of America Corporation | Management | Ratify PricewaterhouseCoopers LLP as Auditors | For | For |
| AutoZone, Inc. | Management | Elect Director Earl G. Graves, Jr. | For | Against |
| AutoZone, Inc. | Management | Elect Director Jill A. Soltau | For | Against |
| Bank of America Corporation | Management | Elect Director Sharon L. Allen | For | Against |
| Becton, Dickinson, and Company | Management | Elect Director Carrie L. Byington | For | For |
| Becton, Dickinson, and Company | Management | Elect Director R. Andrew Eckert | For | For |
| Bank of America Corporation | Management | Elect Director Linda P. Hudson | For | Against |
| Becton, Dickinson, and Company | Management | Elect Director Jeffrey W. Henderson | For | For |
| Bank of America Corporation | Management | Elect Director Clayton S. Rose | For | Against |
| Becton, Dickinson, and Company | Management | Elect Director Thomas E. Polen | For | For |
| Becton, Dickinson, and Company | Management | Elect Director Timothy M. Ring | For | For |
| Becton, Dickinson, and Company | Management | Elect Director Bertram L. Scott | For | For |
| Becton, Dickinson, and Company | Management | Elect Director Joanne Waldstreicher | For | For |
| Becton, Dickinson, and Company | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Becton, Dickinson, and Company | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Bank of America Corporation | Management | Elect Director Michael D. White | For | Against |
| Bank of America Corporation | Management | Elect Director Thomas D. Woods | For | Against |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|--------------------------------|-------------|---|---------------------------|------------------|
| Charter Communications, Inc. | Management | Elect Director Kim C. Goodman | For | For |
| Bank of America Corporation | Management | Elect Director Maria T. Zuber | For | Against |
| Bank of America Corporation | Management | Amend Omnibus Stock Plan | For | Against |
| Charter Communications, Inc. | Management | Elect Director David C. Merritt | For | For |
| Bank of America Corporation | Shareholder | Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views | Against | Against |
| Bank of America Corporation | Shareholder | Provide Right to Act by Written Consent | Against | Against |
| Charter Communications, Inc. | Management | Elect Director Balan Nair | For | For |
| Bank of America Corporation | Shareholder | Improve Executive Compensation Program and Policy | Against | Against |
| Becton, Dickinson, and Company | Management | Elect Director William M. Brown | For | Against |
| Charter Communications, Inc. | Management | Elect Director Carolyn J. Slaski | For | For |
| Charter Communications, Inc. | Management | Elect Director Christopher L. Winfrey | For | For |
| Becton, Dickinson, and Company | Management | Elect Director Catherine M. Burzik | For | Against |
| Charter Communications, Inc. | Management | Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation | For | For |
| Charter Communications, Inc. | Management | Ratify KPMG LLP as Auditors | For | For |
| CME Group Inc. | Management | Elect Director Terrence A. Duffy | For | For |
| CME Group Inc. | Management | Elect Director Kathryn Benesh | For | For |
| CME Group Inc. | Management | Elect Director Timothy S. Bitsberger | For | For |
| Becton, Dickinson, and Company | Management | Elect Director Claire M. Fraser | For | Against |
| CME Group Inc. | Management | Elect Director Bryan T. Durkin | For | For |
| CME Group Inc. | Management | Elect Director Harold Ford, Jr. | For | For |
| Becton, Dickinson, and Company | Management | Elect Director Christopher Jones | For | Against |
| Charter Communications, Inc. | Management | Elect Director Eric L. Zinterhofer | For | Against |
| Charter Communications, Inc. | Management | Elect Director W. Lance Conn | For | Against |
| CME Group Inc. | Management | Elect Director Daniel G. Kaye | For | For |
| Charter Communications, Inc. | Management | Elect Director Gregory B. Maffei | For | Against |
| CME Group Inc. | Management | Elect Director Deborah J. Lucas | For | For |
| CME Group Inc. | Management | Elect Director Terry L. Savage | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|------------------------------|------------|--|---------------------------|------------------|
| CME Group Inc. | Management | Elect Director Rahael Seifu | For | For |
| CME Group Inc. | Management | Elect Director William R. Shepard | For | For |
| CME Group Inc. | Management | Elect Director Howard J. Siegel | For | For |
| Charter Communications, Inc. | Management | Elect Director John D. Markley, Jr. | For | Against |
| CME Group Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Charter Communications, Inc. | Management | Elect Director James E. Meyer | For | Against |
| Costco Wholesale Corporation | Management | Elect Director Susan L. Decker | For | For |
| Charter Communications, Inc. | Management | Elect Director Steven A. Miron | For | Against |
| Costco Wholesale Corporation | Management | Elect Director Helena B. Foulkes | For | For |
| Costco Wholesale Corporation | Management | Elect Director Richard A. Galanti | For | For |
| Costco Wholesale Corporation | Management | Elect Director Hamilton E. James | For | For |
| Costco Wholesale Corporation | Management | Elect Director W. Craig Jelinek | For | For |
| Costco Wholesale Corporation | Management | Elect Director Sally Jewell | For | For |
| Charter Communications, Inc. | Management | Elect Director Michael A. Newhouse | For | Against |
| Costco Wholesale Corporation | Management | Elect Director John W. Stanton | For | For |
| Costco Wholesale Corporation | Management | Elect Director Ron M. Vachris | For | For |
| Charter Communications, Inc. | Management | Elect Director Mauricio Ramos | For | Against |
| Costco Wholesale Corporation | Management | Ratify KPMG LLP as Auditors | For | For |
| Costco Wholesale Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| D.R. Horton, Inc. | Management | Elect Director Donald R. Horton | For | For |
| Charter Communications, Inc. | Management | Amend Omnibus Stock Plan | For | Against |
| D.R. Horton, Inc. | Management | Elect Director Brad S. Anderson | For | For |
| D.R. Horton, Inc. | Management | Elect Director David V. Auld | For | For |
| CME Group Inc. | Management | Elect Director Charles P. Carey | For | Against |
| CME Group Inc. | Management | Elect Director Martin J. Gepsman | For | Against |
| D.R. Horton, Inc. | Management | Elect Director Maribess L. Miller | For | For |
| D.R. Horton, Inc. | Management | Elect Director Paul J. Romanowski | For | For |
| CME Group Inc. | Management | Elect Director Larry G. Gerdes | For | Against |
| D.R. Horton, Inc. | Management | Advisory Vote on Say on Pay Frequency | One Year | One Year |
| D.R. Horton, Inc. | Management | Approve Omnibus Stock Plan | For | For |
| D.R. Horton, Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Danaher Corporation | Management | Elect Director Rainer M. Blair | For | For |
| CME Group Inc. | Management | Elect Director Daniel R. Glickman | For | Against |
| CME Group Inc. | Management | Elect Director Phyllis M. Lockett | For | Against |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|------------------------------|-------------|---|---------------------------|------------------|
| CME Group Inc. | Management | Elect Director Dennis A. Suskind | For | Against |
| Danaher Corporation | Management | Elect Director Jessica L. Mega | For | For |
| Danaher Corporation | Management | Elect Director Mitchell P. Rales | For | For |
| Danaher Corporation | Management | Elect Director Steven M. Rales | For | For |
| Danaher Corporation | Management | Elect Director Pardis C. Sabeti | For | For |
| CME Group Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | Against |
| Costco Wholesale Corporation | Management | Elect Director Kenneth D. Denman | For | Against |
| Danaher Corporation | Management | Elect Director Alan G. Spoon | For | For |
| Costco Wholesale Corporation | Management | Elect Director Jeffrey S. Raikes | For | Against |
| Costco Wholesale Corporation | Management | Elect Director Mary Agnes (Maggie) Wilderotter | For | Against |
| Danaher Corporation | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Danaher Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Deere & Company | Management | Elect Director Leanne G. Caret | For | For |
| Costco Wholesale Corporation | Shareholder | Issue Audited Report on Fiduciary Relevance of Decarbonization Goal | Against | Against |
| Deere & Company | Management | Elect Director Alan C. Heuberger | For | For |
| Deere & Company | Management | Elect Director L. Neil Hunn | For | For |
| D.R. Horton, Inc. | Management | Elect Director Barbara K. Allen | For | Against |
| D.R. Horton, Inc. | Management | Elect Director Michael R. Buchanan | For | Against |
| Deere & Company | Management | Elect Director John C. May | For | For |
| Deere & Company | Management | Elect Director Gregory R. Page | For | For |
| D.R. Horton, Inc. | Management | Elect Director Benjamin S. Carson, Sr. | For | Against |
| Deere & Company | Management | Elect Director Dmitri L. Stockton | For | For |
| D.R. Horton, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | Against |
| Deere & Company | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Deere & Company | Management | Ratify Deloitte & Touche LLP as Auditors | For | For |
| Equifax Inc. | Management | Elect Director Mark W. Begor | For | For |
| Danaher Corporation | Management | Elect Director Feroz Dewan | For | Against |
| Equifax Inc. | Management | Elect Director Karen L. Fichuk | For | For |
| Equifax Inc. | Management | Elect Director G. Thomas Hough | For | For |
| Danaher Corporation | Management | Elect Director Linda Filler | For | Against |
| Equifax Inc. | Management | Elect Director Scott A. McGregor | For | For |
| Equifax Inc. | Management | Elect Director John A. McKinley | For | For |
| Danaher Corporation | Management | Elect Director Teri List | For | Against |
| Danaher Corporation | Management | Elect Director A. Shane Sanders | For | Against |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|---------------------------------|------------|--|---------------------------|------------------|
| Equifax Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Equifax Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Fiserv, Inc. | Management | Elect Director Frank J. Bisignano | For | For |
| Fiserv, Inc. | Management | Elect Director Henrique de Castro | For | For |
| Fiserv, Inc. | Management | Elect Director Harry F. DiSimone | For | For |
| Fiserv, Inc. | Management | Elect Director Lance M. Fritz | For | For |
| Fiserv, Inc. | Management | Elect Director Ajei S. Gopal | For | For |
| Fiserv, Inc. | Management | Elect Director Wafaa Mamilli | For | Withhold |
| Fiserv, Inc. | Management | Elect Director Heidi G. Miller | For | Withhold |
| Fiserv, Inc. | Management | Elect Director Doyle R. Simons | For | Withhold |
| Fiserv, Inc. | Management | Elect Director Kevin M. Warren | For | For |
| Fiserv, Inc. | Management | Elect Director Charlotte B. Yarkoni | For | For |
| Fiserv, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Fiserv, Inc. | Management | Ratify Deloitte & Touche LLP as Auditors | For | For |
| Intel Corporation | Management | Elect Director Patrick P. Gelsinger | For | For |
| Intel Corporation | Management | Elect Director James J. Goetz | For | For |
| Intel Corporation | Management | Elect Director Andrea J. Goldsmith | For | For |
| Intel Corporation | Management | Elect Director Alyssa H. Henry | For | For |
| Danaher Corporation | Management | Elect Director John T. Schwieters | For | Against |
| Danaher Corporation | Management | Elect Director Raymond C. Stevens | For | Against |
| Danaher Corporation | Management | Elect Director Elias A. Zerhouni | For | Against |
| Deere & Company | Management | Elect Director Tamra A. Erwin | For | Against |
| Intel Corporation | Management | Elect Director Gregory D. Smith | For | For |
| Intel Corporation | Management | Elect Director Stacy J. Smith | For | For |
| Intel Corporation | Management | Elect Director Lip-Bu Tan | For | For |
| Intel Corporation | Management | Elect Director Dion J. Weisler | For | For |
| Deere & Company | Management | Elect Director Michael O. Johanns | For | Against |
| Intel Corporation | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Intel Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director Sharon Y. Bowen | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director Shantella E. Cooper | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director Duriya M. Farooqui | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director The Right Hon. the Lord Hague of Richmond | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director Mark F. Mulhern | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director Thomas E. Noonan | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director Caroline L. Silver | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director Jeffrey C. Sprecher | For | For |
| Intercontinental Exchange, Inc. | Management | Elect Director Judith A. Sprieser | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|---------------------------------|-------------|---|---------------------------|------------------|
| Intercontinental Exchange, Inc. | Management | Elect Director Martha A. Tirinnanzi | For | For |
| Intercontinental Exchange, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Intercontinental Exchange, Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Deere & Company | Management | Elect Director Clayton M. Jones | For | Against |
| Intuit Inc. | Management | Elect Director Scott D. Cook | For | For |
| Intuit Inc. | Management | Elect Director Richard L. Dalzell | For | For |
| Intuit Inc. | Management | Elect Director Sasan K. Goodarzi | For | For |
| Intuit Inc. | Management | Elect Director Deborah Liu | For | For |
| Deere & Company | Management | Elect Director Sherry M. Smith | For | Against |
| Deere & Company | Management | Elect Director Sheila G. Talton | For | Against |
| Intuit Inc. | Management | Elect Director Ryan Roslansky | For | For |
| Deere & Company | Shareholder | Report on GHG Reduction Policies and Their Impact on Revenue Generation | Against | Against |
| Intuit Inc. | Management | Elect Director Raul Vazquez | For | For |
| Intuit Inc. | Management | Elect Director Eric S. Yuan | For | For |
| Intuit Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Intuit Inc. | Management | Advisory Vote on Say on Pay Frequency | One Year | One Year |
| Intuit Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Intuit Inc. | Management | Amend Omnibus Stock Plan | For | For |
| Linde Plc | Management | Elect Director Stephen F. Angel | For | For |
| Linde Plc | Management | Elect Director Sanjiv Lamba | For | For |
| Linde Plc | Management | Elect Director Ann-Kristin Achleitner | For | For |
| Linde Plc | Management | Elect Director Thomas Enders | For | For |
| Deere & Company | Shareholder | Civil Rights and Non-Discrimination Audit Proposal | Against | Against |
| Equifax Inc. | Management | Elect Director Mark L. Feidler | For | Against |
| Equifax Inc. | Management | Elect Director Robert D. Marcus | For | Against |
| Linde Plc | Management | Elect Director Paula Rosput Reynolds | For | For |
| Linde Plc | Management | Elect Director Alberto Weisser | For | For |
| Equifax Inc. | Management | Elect Director Melissa D. Smith | For | Against |
| Linde Plc | Management | Ratify PricewaterhouseCoopers as Auditors | For | For |
| Linde Plc | Management | Authorise Board to Fix Remuneration of Auditors | For | For |
| Linde Plc | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Linde Plc | Management | Determine Price Range for Reissuance of Treasury Shares | For | For |
| Marriott International, Inc. | Management | Elect Director Anthony G. Capuano | For | For |
| Marriott International, Inc. | Management | Elect Director Isabella D. Goren | For | For |
| Marriott International, Inc. | Management | Elect Director Deborah Marriott Harrison | For | For |
| Marriott International, Inc. | Management | Elect Director Frederick A. Henderson | For | For |
| Marriott International, Inc. | Management | Elect Director Lauren R. Hobart | For | For |
| Marriott International, Inc. | Management | Elect Director Debra L. Lee | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|----------------------------------|-------------|---|---------------------------|------------------|
| Marriott International, Inc. | Management | Elect Director Aylwin B. Lewis | For | For |
| Marriott International, Inc. | Management | Elect Director David S. Marriott | For | For |
| Marriott International, Inc. | Management | Elect Director Margaret M. McCarthy | For | For |
| Marriott International, Inc. | Management | Elect Director Grant F. Reid | For | For |
| Marriott International, Inc. | Management | Elect Director Horacio D. Rozanski | For | For |
| Marriott International, Inc. | Management | Elect Director Susan C. Schwab | For | For |
| Marriott International, Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Equifax Inc. | Management | Elect Director Audrey Boone Tillman | For | Against |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Anthony K. Anderson | For | For |
| Marsh & McLennan Companies, Inc. | Management | Elect Director John Q. Doyle | For | For |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Oscar Fanjul | For | For |
| Intel Corporation | Management | Elect Director Omar Ishrak | For | Against |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Judith Hartmann | For | For |
| Intel Corporation | Management | Elect Director Risa Lavizzo-Mourey | For | Against |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Tamara Ingram | For | For |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Jane H. Lute | For | For |
| Intel Corporation | Management | Elect Director Tsu-Jae King Liu | For | Against |
| Intel Corporation | Management | Elect Director Barbara G. Novick | For | Against |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Lloyd M. Yates | For | For |
| Marsh & McLennan Companies, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Marsh & McLennan Companies, Inc. | Management | Ratify Deloitte & Touche LLP as Auditors | For | For |
| Intel Corporation | Management | Elect Director Frank D. Yeary | For | Against |
| Mastercard Incorporated | Management | Elect Director Candido Bracher | For | For |
| Intel Corporation | Shareholder | Establish Board Committee on Corporate Financial Sustainability | Against | Against |
| Mastercard Incorporated | Management | Elect Director Julius Genachowski | For | For |
| Intel Corporation | Shareholder | Report on Opposing State Abortion Regulation | Against | Against |
| Mastercard Incorporated | Management | Elect Director Oki Matsumoto | For | For |
| Mastercard Incorporated | Management | Elect Director Michael Miebach | For | For |
| Mastercard Incorporated | Management | Elect Director Youngme Moon | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|------------------------------|-------------|--|---------------------------|------------------|
| Mastercard Incorporated | Management | Elect Director Rima Qureshi | For | For |
| Intel Corporation | Shareholder | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against | Against |
| Mastercard Incorporated | Management | Elect Director Harit Talwar | For | For |
| Mastercard Incorporated | Management | Elect Director Lance Uggla | For | For |
| Mastercard Incorporated | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Mastercard Incorporated | Management | Ratify PricewaterhouseCoopers LLP as Auditors | For | For |
| Microsoft Corporation | Management | Elect Director Reid G. Hoffman | For | For |
| Microsoft Corporation | Management | Elect Director Hugh F. Johnston | For | For |
| Microsoft Corporation | Management | Elect Director Teri L. List | For | For |
| Microsoft Corporation | Management | Elect Director Catherine MacGregor | For | For |
| Microsoft Corporation | Management | Elect Director Mark A. L. Mason | For | For |
| Microsoft Corporation | Management | Elect Director Satya Nadella | For | For |
| Microsoft Corporation | Management | Elect Director Sandra E. Peterson | For | For |
| Microsoft Corporation | Management | Elect Director Penny S. Pritzker | For | For |
| Microsoft Corporation | Management | Elect Director Carlos A. Rodriguez | For | For |
| Microsoft Corporation | Management | Elect Director Charles W. Scharf | For | For |
| Microsoft Corporation | Management | Elect Director John W. Stanton | For | For |
| Microsoft Corporation | Management | Elect Director Emma N. Walmsley | For | For |
| Microsoft Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Microsoft Corporation | Management | Ratify Deloitte & Touche LLP as Auditors | For | For |
| Mondelez International, Inc. | Management | Elect Director Cees 't Hart | For | For |
| Intuit Inc. | Management | Elect Director Eve Burton | For | Against |
| Intuit Inc. | Management | Elect Director Tekedra Mawakana | For | Against |
| Mondelez International, Inc. | Management | Elect Director Brian J. McNamara | For | For |
| Mondelez International, Inc. | Management | Elect Director Jorge S. Mesquita | For | For |
| Intuit Inc. | Management | Elect Director Suzanne Nora Johnson | For | Against |
| Mondelez International, Inc. | Management | Elect Director Jane Hamilton Nielsen | For | For |
| Mondelez International, Inc. | Management | Elect Director Paula A. Price | For | For |
| Intuit Inc. | Management | Elect Director Thomas Szkutak | For | Against |
| Linde Plc | Management | Elect Director Hugh Grant | For | Against |
| Mondelez International, Inc. | Management | Elect Director Dirk Van de Put | For | For |
| Mondelez International, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Mondelez International, Inc. | Management | Approve Omnibus Stock Plan | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|----------------------------------|------------|--|---------------------------|------------------|
| Mondelez International, Inc. | Management | Ratify PricewaterhouseCoopers LLP as Auditors | For | For |
| Linde Plc | Management | Elect Director Joe Kaeser | For | Against |
| Nutrien Ltd. | Management | Elect Director Maura J. Clark | For | For |
| Nutrien Ltd. | Management | Elect Director Russell K. Girling | For | For |
| Linde Plc | Management | Elect Director Victoria E. Ossadnik | For | Against |
| Nutrien Ltd. | Management | Elect Director Miranda C. Hubbs | For | For |
| Nutrien Ltd. | Management | Elect Director Raj S. Kushwaha | For | For |
| Nutrien Ltd. | Management | Elect Director Julie A. Lagacy | For | For |
| Linde Plc | Management | Elect Director Robert L. Wood | For | Against |
| Nutrien Ltd. | Management | Elect Director Keith G. Martell | For | For |
| Nutrien Ltd. | Management | Elect Director Aaron W. Regent | For | For |
| Nutrien Ltd. | Management | Elect Director Ken A. Seitz | For | For |
| Nutrien Ltd. | Management | Elect Director Nelson L. C. Silva | For | For |
| Nutrien Ltd. | Management | Ratify KPMG LLP as Auditors | For | For |
| Nutrien Ltd. | Management | Advisory Vote on Executive Compensation Approach | For | For |
| NVIDIA Corporation | Management | Elect Director Robert K. Burgess | For | For |
| NVIDIA Corporation | Management | Elect Director Tench Coxe | For | For |
| NVIDIA Corporation | Management | Elect Director John O. Dabiri | For | For |
| Marriott International, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | Against |
| NVIDIA Corporation | Management | Elect Director Jen-Hsun Huang | For | For |
| NVIDIA Corporation | Management | Elect Director Dawn Hudson | For | For |
| Marsh & McLennan Companies, Inc. | Management | Elect Director H. Edward Hanway | For | Against |
| NVIDIA Corporation | Management | Elect Director Melissa B. Lora | For | For |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Deborah C. Hopkins | For | Against |
| NVIDIA Corporation | Management | Elect Director A. Brooke Seawell | For | For |
| NVIDIA Corporation | Management | Elect Director Aarti Shah | For | For |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Steven A. Mills | For | Against |
| NVIDIA Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| NVIDIA Corporation | Management | Ratify PricewaterhouseCoopers LLP as Auditors | For | For |
| Oracle Corporation | Management | Elect Director Awo Ablo | For | For |
| Oracle Corporation | Management | Elect Director Jeffrey S. Berg | For | Withhold |
| Oracle Corporation | Management | Elect Director Michael J. Boskin | For | For |
| Oracle Corporation | Management | Elect Director Safra A. Catz | For | For |
| Oracle Corporation | Management | Elect Director Bruce R. Chizen | For | Withhold |
| | | | | |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|----------------------------------|-------------|---|---------------------------|------------------|
| Oracle Corporation | Management | Elect Director George H. Conrades | For | For |
| Oracle Corporation | Management | Elect Director Lawrence J. Ellison | For | For |
| Oracle Corporation | Management | Elect Director Rona A. Fairhead | For | For |
| Oracle Corporation | Management | Elect Director Jeffrey O. Henley | For | For |
| Oracle Corporation | Management | Elect Director Charles W. Moorman | For | For |
| Oracle Corporation | Management | Elect Director Leon E. Panetta | For | Withhold |
| Oracle Corporation | Management | Elect Director William G. Parrett | For | Withhold |
| Oracle Corporation | Management | Elect Director Naomi O. Seligman | For | For |
| Marsh & McLennan Companies, Inc. | Management | Elect Director Morton O. Schapiro | For | Against |
| Oracle Corporation | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Realty Income Corporation | Management | Elect Director Priscilla Almodovar | For | For |
| Mastercard Incorporated | Management | Elect Director Merit E. Janow | For | Against |
| Realty Income Corporation | Management | Elect Director A. Larry Chapman | For | For |
| Mastercard Incorporated | Management | Elect Director Richard K. Davis | For | Against |
| Realty Income Corporation | Management | Elect Director Mary Hogan Preusse | For | For |
| Mastercard Incorporated | Management | Elect Director Choon Phong Goh | For | Against |
| Realty Income Corporation | Management | Elect Director Jeff A. Jacobson | For | For |
| Realty Income Corporation | Management | Elect Director Gerardo I. Lopez | For | For |
| Mastercard Incorporated | Management | Elect Director Gabrielle Sulzberger | For | Against |
| Realty Income Corporation | Management | Elect Director Gregory T. McLaughlin | For | For |
| Realty Income Corporation | Management | Elect Director Sumit Roy | For | For |
| Realty Income Corporation | Management | Ratify KPMG LLP as Auditors | For | For |
| Realty Income Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Mastercard Incorporated | Shareholder | Amend Director Election Resignation Bylaw | Against | Against |
| S&P Global Inc. | Management | Elect Director Jacques Esculier | For | For |
| S&P Global Inc. | Management | Elect Director Gay Huey Evans | For | For |
| Mastercard Incorporated | Shareholder | Report on Congruency of Company's Privacy and Human Rights Policies with its Actions | Against | Against |
| Mastercard Incorporated | Shareholder | Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships | Against | Against |
| Mastercard Incorporated | Shareholder | Report on Gender-Based Compensation and Benefits Inequities | Against | Against |
| Microsoft Corporation | Shareholder | Report on Risks of Weapons Development | Against | Against |
| S&P Global Inc. | Management | Elect Director Ian P. Livingston | For | For |
| S&P Global Inc. | Management | Elect Director Maria R. Morris | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|------------------------------|-------------|--|---------------------------|------------------|
| S&P Global Inc. | Management | Elect Director Douglas L. Peterson | For | For |
| Microsoft Corporation | Shareholder | Assess and Report on Investing in Bitcoin | Against | Against |
| S&P Global Inc. | Management | Elect Director Gregory Washington | For | For |
| S&P Global Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| S&P Global Inc. | Management | Amend Deferred Compensation Plan | For | For |
| S&P Global Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Salesforce, Inc. | Management | Elect Director Marc Benioff | For | For |
| Microsoft Corporation | Shareholder | Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production | Against | Against |
| Salesforce, Inc. | Management | Elect Director Craig Conway | For | For |
| Microsoft Corporation | Shareholder | Report on Risks Related to AI Generated Misinformation and Disinformation | Against | Against |
| Salesforce, Inc. | Management | Elect Director Parker Harris | For | For |
| Salesforce, Inc. | Management | Elect Director Neelie Kroes | For | For |
| Salesforce, Inc. | Management | Elect Director Sachin Mehra | For | For |
| Salesforce, Inc. | Management | Elect Director G. Mason Morfit | For | For |
| Salesforce, Inc. | Management | Elect Director Oscar Munoz | For | For |
| Mondelez International, Inc. | Management | Elect Director Charles E. Bunch | For | Against |
| Mondelez International, Inc. | Management | Elect Director Ertharin Cousin | For | Against |
| Salesforce, Inc. | Management | Elect Director Maynard Webb | For | For |
| Salesforce, Inc. | Management | Elect Director Susan Wojcicki | For | For |
| Salesforce, Inc. | Management | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | For | For |
| Salesforce, Inc. | Management | Amend Omnibus Stock Plan | For | For |
| Salesforce, Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Mondelez International, Inc. | Management | Elect Director Anindita Mukherjee | For | Against |
| Mondelez International, Inc. | Management | Elect Director Patrick T. Siewert | For | Against |
| Sysco Corporation | Management | Elect Director Francesca DeBiase | For | For |
| Sysco Corporation | Management | Elect Director Ali Dibadj | For | For |
| Mondelez International, Inc. | Management | Elect Director Michael A. Todman | For | Against |
| Sysco Corporation | Management | Elect Director Jill M. Golder | For | For |
| Sysco Corporation | Management | Elect Director Bradley M. Halverson | For | For |
| Mondelez International, Inc. | Shareholder | Establish Subcommittee Study on Company Affiliations | Against | Against |
| Sysco Corporation | Management | Elect Director Kevin P. Hourican | For | For |
| Sysco Corporation | Management | Elect Director Roberto Marques | For | For |
| Nutrien Ltd. | Management | Elect Director Christopher M. Burley | For | Against |
| Nutrien Ltd. | Management | Elect Director Michael J. Hennigan | For | Against |
| Sysco Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Sysco Corporation | Management | Approve Qualified Employee Stock Purchase Plan | For | For |
| Sysco Corporation | Management | Ratify Ernst & Young LLP as Auditors | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|------------------------------|------------|--|---------------------------|------------------|
| The Cigna Group | Management | Elect Director David M. Cordani | For | For |
| Nutrien Ltd. | Management | Elect Director Consuelo E. Madere | For | Against |
| The Cigna Group | Management | Elect Director Eric J. Foss | For | For |
| NVIDIA Corporation | Management | Elect Director Persis S. Drell | For | Against |
| The Cigna Group | Management | Elect Director Neesha Hathi | For | For |
| The Cigna Group | Management | Elect Director George Kurian | For | For |
| The Cigna Group | Management | Elect Director Kathleen M. Mazzarella | For | For |
| NVIDIA Corporation | Management | Elect Director Harvey C. Jones | For | Against |
| The Cigna Group | Management | Elect Director Philip O. Ozuah | For | For |
| The Cigna Group | Management | Elect Director Kimberly A. Ross | For | For |
| The Cigna Group | Management | Elect Director Eric C. Wiseman | For | For |
| NVIDIA Corporation | Management | Elect Director Stephen C. Neal | For | Against |
| The Cigna Group | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| The Cigna Group | Management | Ratify PricewaterhouseCoopers LLP as Auditors | For | For |
| The Procter & Gamble Company | Management | Elect Director B. Marc Allen | For | For |
| The Procter & Gamble Company | Management | Elect Director Brett Biggs | For | For |
| The Procter & Gamble Company | Management | Elect Director Sheila Bonini | For | For |
| The Procter & Gamble Company | Management | Elect Director Amy L. Chang | For | For |
| The Procter & Gamble Company | Management | Elect Director Joseph Jimenez | For | For |
| The Procter & Gamble Company | Management | Elect Director Christopher Kempczinski | For | For |
| The Procter & Gamble Company | Management | Elect Director Debra L. Lee | For | For |
| The Procter & Gamble Company | Management | Elect Director Terry J. Lundgren | For | For |
| The Procter & Gamble Company | Management | Elect Director Christine M. McCarthy | For | For |
| The Procter & Gamble Company | Management | Elect Director Ashley McEvoy | For | For |
| The Procter & Gamble Company | Management | Elect Director Jon R. Moeller | For | For |
| The Procter & Gamble Company | Management | Elect Director Robert J. Portman | For | For |
| The Procter & Gamble Company | Management | Elect Director Rajesh Subramaniam | For | For |
| The Procter & Gamble Company | Management | Elect Director Patricia A. Woertz | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|-------------------------------|------------|--|---------------------------|------------------|
| The Procter & Gamble Company | Management | Ratify Deloitte & Touche LLP as Auditors | For | For |
| The Procter & Gamble Company | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| NVIDIA Corporation | Management | Elect Director Mark A. Stevens | For | Against |
| The Sherwin-Williams Company | Management | Elect Director Arthur F. Anton | For | For |
| Oracle Corporation | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | Against |
| The Sherwin-Williams Company | Management | Elect Director John G. Morikis | For | For |
| The Sherwin-Williams Company | Management | Elect Director Heidi G. Petz | For | For |
| The Sherwin-Williams Company | Management | Elect Director Christine A. Poon | For | For |
| The Sherwin-Williams Company | Management | Elect Director Aaron M. Powell | For | For |
| The Sherwin-Williams Company | Management | Elect Director Marta R. Stewart | For | For |
| The Sherwin-Williams Company | Management | Elect Director Michael H. Thaman | For | For |
| Realty Income Corporation | Management | Elect Director Jacqueline Brady | For | Against |
| The Sherwin-Williams Company | Management | Elect Director Thomas L. Williams | For | For |
| The Sherwin-Williams Company | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| The Sherwin-Williams Company | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Thermo Fisher Scientific Inc. | Management | Elect Director Marc N. Casper | For | For |
| Realty Income Corporation | Management | Elect Director Reginald H. Gilyard | For | Against |
| Thermo Fisher Scientific Inc. | Management | Elect Director Ruby R. Chandy | For | For |
| Realty Income Corporation | Management | Elect Director Priya Cherian Huskins | For | Against |
| Thermo Fisher Scientific Inc. | Management | Elect Director Tyler Jacks | For | For |
| Thermo Fisher Scientific Inc. | Management | Elect Director Jennifer M. Johnson | For | For |
| Realty Income Corporation | Management | Elect Director Michael D. McKee | For | Against |
| Thermo Fisher Scientific Inc. | Management | Elect Director James C. Mullen | For | For |
| Thermo Fisher Scientific Inc. | Management | Elect Director Debora L. Spar | For | For |
| Thermo Fisher Scientific Inc. | Management | Elect Director Scott M. Sperling | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|-------------------------------|------------|--|---------------------------|------------------|
| Thermo Fisher Scientific Inc. | Management | Elect Director Dion J. Weisler | For | For |
| Thermo Fisher Scientific Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| S&P Global Inc. | Management | Elect Director Marco Alvera | For | Against |
| S&P Global Inc. | Management | Elect Director William D. Green | For | Against |
| Verisk Analytics, Inc. | Management | Elect Director Jeffrey Dailey | For | For |
| Verisk Analytics, Inc. | Management | Elect Director Bruce Hansen | For | For |
| Verisk Analytics, Inc. | Management | Elect Director Gregory Hendrick | For | For |
| S&P Global Inc. | Management | Elect Director Stephanie C. Hill | For | Against |
| Verisk Analytics, Inc. | Management | Elect Director Wendy Lane | For | For |
| Verisk Analytics, Inc. | Management | Elect Director Samuel G. Liss | For | For |
| Verisk Analytics, Inc. | Management | Elect Director Lee M. Shavel | For | For |
| Verisk Analytics, Inc. | Management | Elect Director Olumide Soroye | For | For |
| S&P Global Inc. | Management | Elect Director Rebecca Jacoby | For | Against |
| S&P Global Inc. | Management | Elect Director Robert P. Kelly | For | Against |
| Verisk Analytics, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| S&P Global Inc. | Management | Elect Director Richard E. Thornburgh | For | Against |
| Salesforce, Inc. | Management | Elect Director Laura Alber | For | Against |
| Verizon Communications Inc. | Management | Elect Director Roxanne Austin | For | For |
| Verizon Communications Inc. | Management | Elect Director Mark Bertolini | For | For |
| Salesforce, Inc. | Management | Elect Director Arnold Donald | For | Against |
| Salesforce, Inc. | Management | Elect Director John V. Roos | For | Against |
| Verizon Communications Inc. | Management | Elect Director Clarence Otis, Jr. | For | For |
| Verizon Communications Inc. | Management | Elect Director Daniel Schulman | For | For |
| Salesforce, Inc. | Management | Elect Director Robin Washington | For | Against |
| Verizon Communications Inc. | Management | Elect Director Carol Tome | For | For |
| Verizon Communications Inc. | Management | Elect Director Hans Vestberg | For | For |
| Verizon Communications Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Verizon Communications Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Waste Management, Inc. | Management | Elect Director Thomas L. Bene | For | For |
| Waste Management, Inc. | Management | Elect Director Bruce E. Chinn | For | For |
| Waste Management, Inc. | Management | Elect Director James C. Fish, Jr. | For | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|-------------------------|-------------|---|---------------------------|------------------|
| Waste Management, Inc. | Management | Elect Director Andres R. Gluski | For | For |
| Salesforce, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | Against |
| Salesforce, Inc. | Shareholder | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against | Against |
| Salesforce, Inc. | Shareholder | Report on Viewpoint Discrimination | Against | Against |
| Waste Management, Inc. | Management | Elect Director William B. Plummer | For | For |
| Sysco Corporation | Management | Elect Director Daniel J. Brutto | For | Against |
| Waste Management, Inc. | Management | Ratify Ernst & Young LLP as Auditors | For | For |
| Waste Management, Inc. | Management | Advisory Vote to Ratify Named Executive Officers' Compensation | For | For |
| Waste Management, Inc. | Management | Amend Certificate of Incorporation to Provide for the Exculpation of Officers | For | For |
| Sysco Corporation | Management | Elect Director Larry C. Glasscock | For | Against |
| Adobe Inc. | Shareholder | Report on Hiring of Persons with Arrest or Incarceration Records | Against | For |
| Sysco Corporation | Management | Elect Director John M. Hinshaw | For | Against |
| Sysco Corporation | Management | Elect Director Alison Kenney Paul | For | Against |
| Sysco Corporation | Management | Elect Director Sheila G. Talton | For | Against |
| The Cigna Group | Management | Elect Director William J. DeLaney | For | Against |
| Alphabet Inc. | Shareholder | Report on Climate Risk in Retirement Plan Options | Against | For |
| Alphabet Inc. | Shareholder | Report on Lobbying Payments and Policy | Against | For |
| Alphabet Inc. | Shareholder | Approve Recapitalization Plan for all Stock to Have One-vote per Share | Against | For |
| Alphabet Inc. | Shareholder | Report on Reproductive Healthcare Misinformation Risks | Against | For |
| Alphabet Inc. | Shareholder | Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight | Against | For |
| Alphabet Inc. | Shareholder | Report on Risks Related to AI Generated Misinformation and Disinformation | Against | For |
| Alphabet Inc. | Shareholder | Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies | Against | For |
| Alphabet Inc. | Shareholder | Adopt Targets Evaluating YouTube Child Safety Policies | Against | For |
| The Cigna Group | Management | Elect Director Elder Granger | For | Against |
| The Cigna Group | Management | Elect Director Mark B. McClellan | For | Against |
| Apple Inc. | Shareholder | Report on Median Gender/Racial Pay Gap | Against | For |
| Apple Inc. | Shareholder | Report on Use of Artificial Intelligence | Against | For |
| The Cigna Group | Management | Elect Director Donna F. Zarcone | For | Against |
| Applied Materials, Inc. | Shareholder | Report on Lobbying Payments and Policy | Against | For |
| Applied Materials, Inc. | Shareholder | Report on Median and Adjusted Gender/Racial Pay Gaps | Against | For |
| AutoZone, Inc. | Shareholder | Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold | Against | For |
| The Cigna Group | Shareholder | Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts | Against | Against |
| Bank of America | Shareholder | Report on Climate Lobbying | Against | For |
| Bank of America | Shareholder | Report on Clean Energy Supply Financing Ratio | Against | For |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|----------------------------------|-------------|--|---------------------------|------------------|
| The Sherwin-Williams Company | Management | Elect Director Kerri B. Anderson | For | Against |
| Bank of America Corporation | Shareholder | Require Independent Board Chair | Against | For |
| The Sherwin-Williams Company | Management | Elect Director Jeff M. Fettig | For | Against |
| Charter Communications, Inc. | Shareholder | Report on Lobbying Payments and Policy | Against | For |
| Charter Communications, Inc. | Shareholder | Report on Political Contributions and Expenditures | Against | For |
| The Sherwin-Williams Company | Management | Elect Director Matthew Thornton, III | For | Against |
| Danaher Corporation | Shareholder | Reduce Ownership Threshold for Shareholders to Call Special Meeting | Against | For |
| Danaher Corporation | Shareholder | Report on Effectiveness of Diversity, Equity, and Inclusion Efforts | Against | For |
| Thermo Fisher Scientific Inc. | Management | Elect Director Nelson J. Chai | For | Against |
| Thermo Fisher Scientific Inc. | Management | Elect Director C. Martin Harris | For | Against |
| Deere & Company | Shareholder | Submit Severance Agreement (Change-in-Control) to Shareholder Vote | Against | For |
| Thermo Fisher Scientific Inc. | Management | Elect Director R. Alexandra Keith | For | Against |
| Thermo Fisher Scientific Inc. | Management | Ratify PricewaterhouseCoopers LLP as Auditors | For | Against |
| Thermo Fisher Scientific Inc. | Shareholder | Adopt Simple Majority Vote Requirement | Against | Against |
| Intercontinental Exchange, Inc. | Shareholder | Require Independent Board Chair | Against | For |
| Intuit Inc. | Shareholder | Report on Climate Risk in Retirement Plan Options | Against | For |
| Marriott International, Inc. | Shareholder | Report on Third-Party Racial Equity Audit | Against | For |
| Marriott International, Inc. | Shareholder | Report on Pay Equity | Against | For |
| Marsh & McLennan Companies, Inc. | Shareholder | Provide Right to Act by Written Consent | Against | For |
| Mastercard Incorporated | Shareholder | Report on Lobbying Payments and Policy | Against | For |
| Verisk Analytics, Inc. | Management | Elect Director Vincent K. Brooks | For | Against |
| Verisk Analytics, Inc. | Management | Elect Director Kathleen A. Hogenson | For | Against |
| Verisk Analytics, Inc. | Management | Elect Director Kimberly S. Stevenson | For | Against |
| Verisk Analytics, Inc. | Management | Elect Director Therese M. Vaughan | For | Against |
| Verisk Analytics, Inc. | Management | Ratify Deloitte & Touche LLP as Auditors | For | Against |
| Verizon Communications Inc. | Management | Elect Director Shellye Archambeau | For | Against |
| Microsoft Corporation | Shareholder | Report on Risks of Operating in Countries with Significant Human Rights Concerns | Against | For |
| Verizon Communications | Management | Elect Director Vittorio Colao | For | Against |

| Company Name | Proponent | Proposal Text | Management Recommendation | Vote Instruction |
|------------------------------|-------------|---|---------------------------|------------------|
| Verizon Communications Inc. | Management | Elect Director Laxman Narasimhan | For | Against |
| Microsoft Corporation | Shareholder | Report on AI Data Sourcing Accountability | Against | For |
| Verizon Communications Inc. | Management | Elect Director Rodney Slater | For | Against |
| Mondelez International, Inc. | Shareholder | Require Independent Board Chair | Against | For |
| Mondelez International, Inc. | Shareholder | Report on Targets to Eradicate Child Labor in Cocoa Supply Chain | Against | For |
| Mondelez International, Inc. | Shareholder | Report on Risks of Doing Business in Conflict-Affected Areas | Against | For |
| NVIDIA Corporation | Shareholder | Adopt Simple Majority Vote | None | For |
| Oracle Corporation | Shareholder | Report on Climate Risk in Retirement Plan Options | Against | For |
| Salesforce, Inc. | Shareholder | Require Independent Board Chair | Against | For |
| Verizon Communications Inc. | Shareholder | Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates | Against | Against |
| Verizon Communications Inc. | Shareholder | Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views | Against | Against |
| Sysco Corporation | Shareholder | Adopt Measurable Time Bound Goals to Ensure Group Sow Housing for Private Brand Pork Products | Against | For |
| The Cigna Group | Shareholder | Reduce Ownership Threshold for Shareholders to Call Special Meeting | Against | For |
| Waste Management, Inc. | Management | Elect Director Victoria M. Holt | For | Against |
| The Procter & Gamble Company | Shareholder | Report on Median Gender/Racial Pay Gap | Against | For |
| The Sherwin-Williams Company | Shareholder | Adopt Simple Majority Vote | Against | For |
| Waste Management, Inc. | Management | Elect Director Kathleen M. Mazzarella | For | Against |
| Verisk Analytics, Inc. | Shareholder | Adopt Simple Majority Vote | None | For |
| Waste Management, Inc. | Management | Elect Director Sean E. Menke | For | Against |
| Verizon Communications Inc. | Shareholder | Report on Lobbying Payments and Policy | Against | For |
| Verizon Communications Inc. | Shareholder | Amend Clawback Policy | Against | For |
| Verizon Communications Inc. | Shareholder | Require Independent Board Chair | Against | For |
| Waste Management, Inc. | Management | Elect Director Maryrose T. Sylvester | For | Against |
| Verizon Communications Inc. | Shareholder | Report on Lead-Sheathed Cables | Against | For |
| Verizon Communications Inc. | Shareholder | Report on Congruency of Political Spending with Company Values and Priorities | Against | For |

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as a portfolio management company under registration number GP99-27