

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): All institution accounts
 Custodian Account(s): All custodian accounts
 Reporting Period: 1/1/24 to 12/31/24

Meeting Overview

Category	Number	Percentage
Number of votable meetings	44	
Number of meetings voted	43	97.73%
Number of meetings with at least 1 vote Against, Withhold or Abstain	21	47.73%

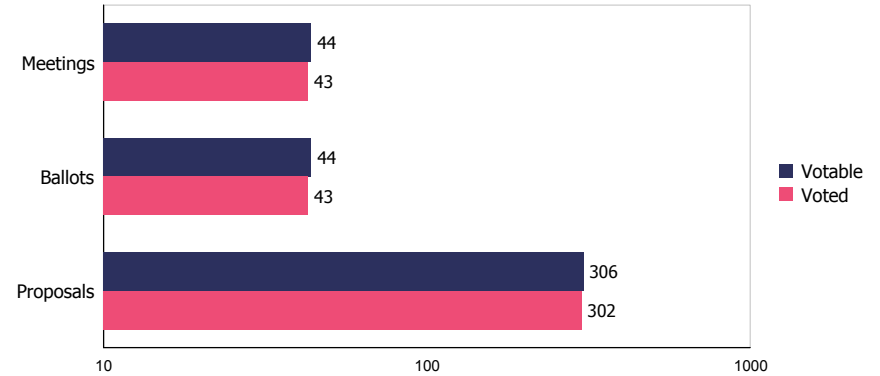
Ballot Overview

Category	Number	Percentage
Number of votable ballots	44	
Number of ballots voted	43	97.73%

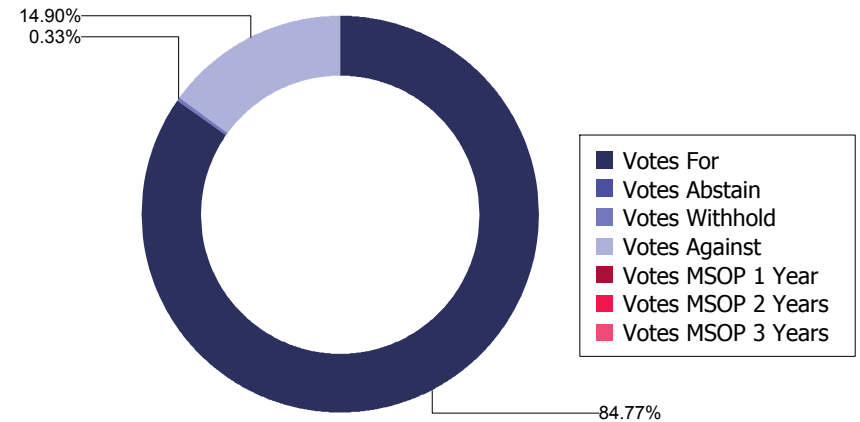
Proposal Overview

Category	Number	Percentage
Number of votable items	306	
Number of items voted	302	98.69%
Number of votes FOR	256	84.77%
Number of votes AGAINST	45	14.90%
Number of votes ABSTAIN	0	0.00%
Number of votes WITHHOLD	1	0.33%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	302	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	267	88.41%
Number of votes Against Mgmt	35	11.59%
Number of votes on MSOP (exclude frequency)	41	13.58%
Number of votes on Shareholder Proposals	5	1.66%

Voting Statistics



Vote Cast Statistics

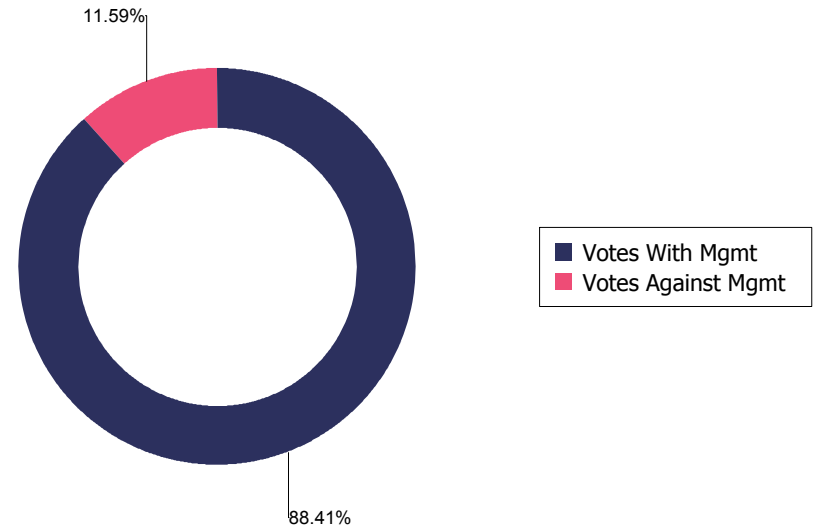


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are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

Vote Alignment with Policy

No graphical representation provided.

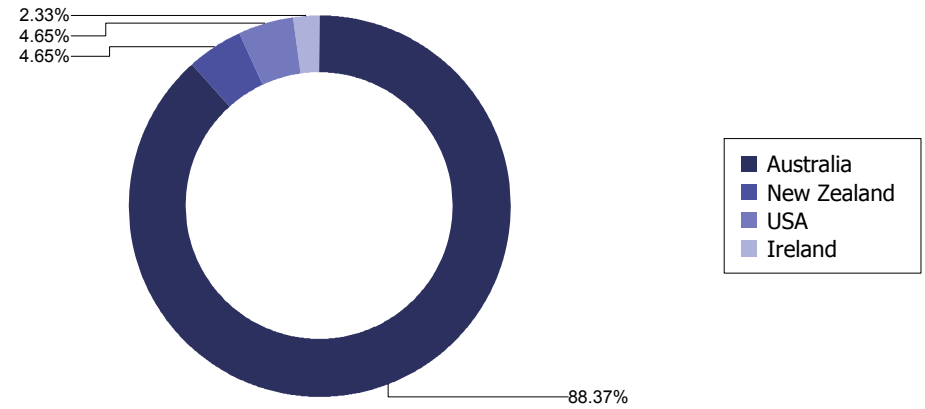
Vote Alignment with Management



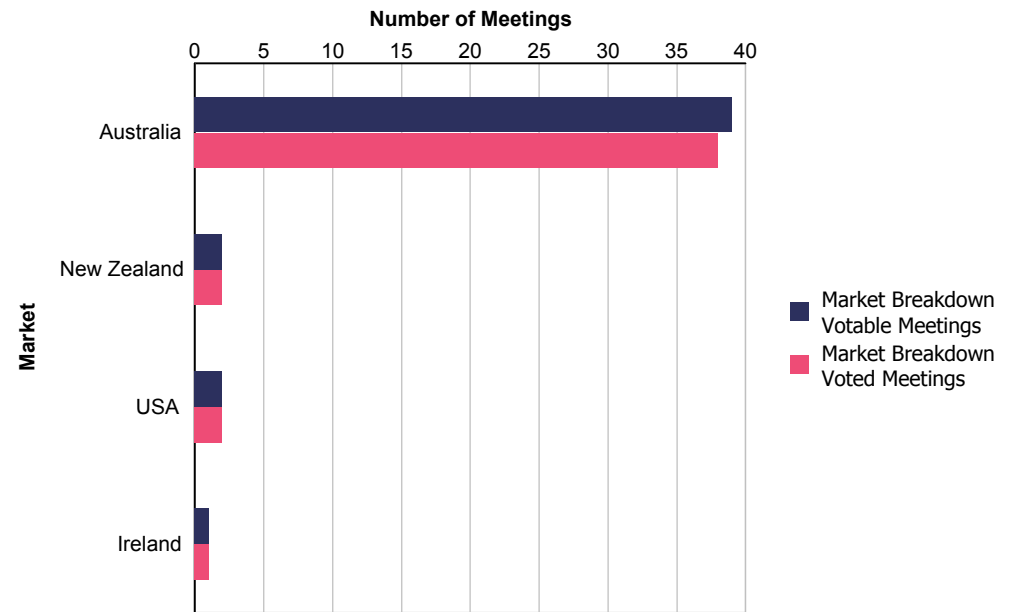
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
Australia	39	38	97.44%
New Zealand	2	2	100.00%
USA	2	2	100.00%
Ireland	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aristocrat Leisure Limited	22-Feb-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	3. Approve Grant of Performance Share Rights to Trevor Croker under the Long-Term Incentive Program	Against
Woodside Energy Group Ltd.	24-Apr-24	Australia	E	Environmental - Climate	Reporting on Climate Transition Plan	6. Approve Climate Transition Action Plan and 2023 Progress Report	Against
Atlas Arteria	16-May-24	Australia	G	Director Related - Board Related	Approve the Spill Resolution	9. Approve the Spill Resolution	Against
Block, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Randall Garutti	Withhold
Xero Limited	22-Aug-24	New Zealand	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
REA Group Ltd	09-Oct-24	Australia	G	Director Election - Director Election	Elect Director	3b. Elect Hamish McLennan as Director	Against
Origin Energy Limited	16-Oct-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Grant of Performance Share Rights and Restricted Share Rights to Frank Calabria	Against
Whitehaven Coal Limited	30-Oct-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Grant of Share Appreciation Rights to Paul Flynn	Against
Whitehaven Coal Limited	30-Oct-24	Australia	G	Director Related - Board Related	Approve the Spill Resolution	8. Approve the Spill Resolution	Against
Woolworths Group Limited	31-Oct-24	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Maxine Brenner as Director	Against
Woolworths Group Limited	31-Oct-24	Australia	G	Director Related - Board Related	Approve the Spill Resolution	5. Approve Conditional Spill Resolution	Against
Woolworths Group Limited	31-Oct-24	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6a. Approve the Amendments to the Company's Constitution	Against
Woolworths Group Limited	31-Oct-24	Australia	E	Environmental - Other	Report/Assess Environmental Impacts on Company and/or Community	6c. Approve Farmed Salmon Sourcing	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Issuance of Performance Rights to Dino Otranto	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Issuance of Performance Rights to Mark Hutchinson	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Director Related - Board Related	Approve the Spill Resolution	9. Approve Conditional Spill Resolution	Against
Seven Group Holdings Limited	14-Nov-24	Australia	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	6. Approve Termination Benefits to Zlatko Todorcevski	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
De Grey Mining Ltd	19-Nov-24	Australia	G	Director Election - Director Election	Elect Director	3. Elect Andrew Beckwith as Director	Against
Netwealth Group Limited	20-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Netwealth Group Limited	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Issuance of Incentive Performance Rights to Matt Heine	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2. Elect Rosanne Robinson as Director	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Director Election - Director Election	Elect Director	3. Elect Colin Biggin as Director	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Issuance of Securities under the Company's Employee Incentive Plan	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	6. Approve Issuance of Options to Alan Taylor	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Issuance of Options to Colin Biggin	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Issuance of Options to Michelle Parker	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	9. Approve Issuance of Options to Chris Roberts	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	10. Approve Issuance of Options to Thomas Ramdahl	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	11. Approve Issuance of Options to Rosanne Robinson	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	13. Approve the Amendments to the Company's Constitution	Against
Boss Energy Limited	20-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Boss Energy Limited	20-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2. Elect Jan Honeyman as Director	Against
Boss Energy Limited	20-Nov-24	Australia	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	4. Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Against
Boss Energy Limited	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Issuance of Performance Rights to Duncan Craib	Against

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

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Boss Energy Limited	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve One-Off Award of Performance Rights to Duncan Craib	Against
Northern Star Resources Limited	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	2. Approve Issuance of LTI Performance Rights to Stuart Tonkin	Against
Mineral Resources Limited	21-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Deferred Equity Rights to Robert Christopher Ashton	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Long-Term Performance Rights to Robert Christopher Ashton	Against
Worley Limited	21-Nov-24	Australia	G	Company Articles - Article Amendments	Amend Articles Board-Related	7. Approve the Amendments to the Company's Constitution	Against
Tuas Limited	06-Dec-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Premier Investments Limited	13-Dec-24	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Sally Herman as Director	Against
ANZ Group Holdings Limited	19-Dec-24	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	5. Approve the Amendments to the Company's Constitution	Against
ANZ Group Holdings Limited	19-Dec-24	Australia	E	Environmental - Climate	Report on Climate Change	6. Approve Transition Plan Assessments	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aristocrat Leisure Limited	22-Feb-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	3. Approve Grant of Performance Share Rights to Trevor Croker under the Long-Term Incentive Program	Against
Woodside Energy Group Ltd.	24-Apr-24	Australia	E	Environmental - Climate	Reporting on Climate Transition Plan	6. Approve Climate Transition Action Plan and 2023 Progress Report	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Block, Inc.	18-Jun-24	USA	G	Director Election - Director Election	Elect Director	1.1. Elect Director Randall Garutti	Withhold
REA Group Ltd	09-Oct-24	Australia	G	Director Election - Director Election	Elect Director	3b. Elect Hamish McLennan as Director	Against
Origin Energy Limited	16-Oct-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Grant of Performance Share Rights and Restricted Share Rights to Frank Calabria	Against
Whitehaven Coal Limited	30-Oct-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	3. Approve Grant of Share Appreciation Rights to Paul Flynn	Against
Woolworths Group Limited	31-Oct-24	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Maxine Brenner as Director	Against
Woolworths Group Limited	31-Oct-24	Australia	E	Environmental - Other	Report on Environmental Policies	6b. Approve Farmed Seafood Reporting	For
Fortescue Ltd.	06-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	7. Approve Issuance of Performance Rights to Dino Otranto	Against
Fortescue Ltd.	06-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	8. Approve Issuance of Performance Rights to Mark Hutchinson	Against
Seven Group Holdings Limited	14-Nov-24	Australia	G	Compensation - Director/Statutory Auditor Bonus	Approve Retirement Bonuses for Directors	6. Approve Termination Benefits to Zlatko Todorcevski	Against
De Grey Mining Ltd	19-Nov-24	Australia	G	Director Election - Director Election	Elect Director	3. Elect Andrew Beckwith as Director	Against
Netwealth Group Limited	20-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Netwealth Group Limited	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Issuance of Incentive Performance Rights to Matt Heine	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2. Elect Rosanne Robinson as Director	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Director Election - Director Election	Elect Director	3. Elect Colin Biggin as Director	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Omnibus Stock Plan	5. Approve Issuance of Securities under the Company's Employee Incentive Plan	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	6. Approve Issuance of Options to Alan Taylor	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	7. Approve Issuance of Options to Colin Biggin	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	8. Approve Issuance of Options to Michelle Parker	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	9. Approve Issuance of Options to Chris Roberts	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	10. Approve Issuance of Options to Thomas Ramdahl	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Stock Option Plan Grants	11. Approve Issuance of Options to Rosanne Robinson	Against
Clarity Pharmaceuticals Ltd.	20-Nov-24	Australia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	13. Approve the Amendments to the Company's Constitution	Against
Boss Energy Limited	20-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Against
Boss Energy Limited	20-Nov-24	Australia	G	Director Election - Director Election	Elect Director	2. Elect Jan Honeyman as Director	Against
Boss Energy Limited	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Issuance of Performance Rights to Duncan Craib	Against
Boss Energy Limited	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	6. Approve One-Off Award of Performance Rights to Duncan Craib	Against
Northern Star Resources Limited	20-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	2. Approve Issuance of LTI Performance Rights to Stuart Tonkin	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	4. Approve Grant of Deferred Equity Rights to Robert Christopher Ashton	Against
Worley Limited	21-Nov-24	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Long-Term Performance Rights to Robert Christopher Ashton	Against
Worley Limited	21-Nov-24	Australia	G	Company Articles - Article Amendments	Amend Articles Board-Related	7. Approve the Amendments to the Company's Constitution	Against
Tuas Limited	06-Dec-24	Australia	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Premier Investments Limited	13-Dec-24	Australia	G	Director Election - Director Election	Elect Director	3a. Elect Sally Herman as Director	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Webjet Limited	29-Aug-24	Annual	Australia	1869370